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***SHURA* IMPLEMENTATION TOWARDS WORK COMMITMENT:  
A STUDY AT NORTHERN REGION ROAD TRANSPORT DEPARTMENT**

By

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**UUM**  
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**Research Paper Submitted to the  
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Master of Islamic Business Studies**





Pusat Pengajian Perniagaan Islam  
ISLAMIC BUSINESS SCHOOL  
كلية إدارة الأعمال الإسلامية  
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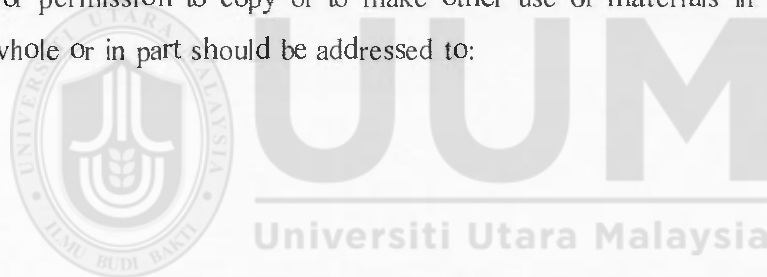
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## ABSTRACT

The practice of *Shura* by the management through discussion and by making decision together with the employees is believed to give great impacts to employees' work commitment. Thus, failing to do so will reduce employees' work commitment. For the matter, the study has constructed a *Shura* framework based on the leadership of the Prophet Muhammad. The objective of this research is to examine the implementation of *Shura* practice in northern region Road Transport Department and its relation with employees' work commitment. Leadership elements that have been studied include openness, consensus, trust, advice, and *amanah*. While the elements of employees' commitment encompass responsibility, cooperation, discipline, competence, and organisational relationship. Besides that, this study also studied whether there is a significant relationship between the elements of *Shura* under the organization's leadership with employees' work commitment. This study used quantitative design with the questionnaire as a fundamental data acquisition. A total of 222 staffs from three Road Transport Department (RTD) offices in northern region were selected as respondents of this study. The data was analysed using the *Statistical Package for The Social Science* (SPSS) 21.0. The study found that all five elements of the *Shura* practice have a significant relationship towards the increase of employees' work commitment. The element of consensus is the key element in *Shura* leadership which proved that the management should always apply consensus to achieve a dynamic increase in work commitment. *Shura* framework was built based on the leadership of Prophet Muhammad as a guideline towards a holistic leadership and it encourages the increase in sustainable of work commitment. In conclusion, the implication of *Shura* leadership helps to ensure an outstanding organizational performance in public sector.

**Keywords:** *Shura*, work commitment

## ABSTRAK

*Amalan shura dalam kalangan pengurusan melalui perbincangan dalam menentukan sesuatu keputusan dipercayai dapat memberikan impak yang besar terhadap komitmen kerja seseorang pekerja. Justeru apabila pengurus tidak mengamalkan prinsip shura dalam kepimpinannya, ia akan mengurangi komitmen kerja seseorang pekerja. Untuk tujuan tersebut, kajian telah mengadaptasi kepimpinan Rasulullah sebagai model asas amalan shura. Objektif kajian ini adalah bertujuan untuk mengkaji pelaksanaan amalan shura dalam kepimpinan organisasi dan hubungannya terhadap komitmen kerja kakitangan. Elemen kepimpinan yang dikaji merangkumi keterbukaan, kesepakatan, kepercayaan, nasihat, dan amanah. Sementara elemen komitmen kerja pula merangkumi tanggungjawab, kerjasama, disiplin, kompetensi, dan hubungan organisasi. Selain itu, kajian ini juga meninjau sama ada terdapat hubungan yang signifikan antara elemen amalan shura dalam kepimpinan organisasi dengan komitmen kerja guru. Kajian ini menggunakan reka bentuk kuantitatif dengan menjadikan soal selidik sebagai asas utama pemerolehan data. Seramai 222 orang kakitangan dari tiga pejabat Jabatan Pengangkutan Jalan (JPJ) wilayah utara telah dipilih menjadi responden kajian. Dapatan kajian ini dianalisis menggunakan perisian Statistical Package for The Social Science (SPSS) 21.0. Hasil kajian mendapati semua lima elemen amalan shura mempunyai hubungan yang signifikan terhadap peningkatan komitmen kerja guru. Elemen kesepakatan menjadi elemen utama dalam kepimpinan shura membuktikan bahawa pengurus sewajarnya sentiasa mengaplikasikan sikap kesepakatan demi mencapai peningkatan komitmen kerja yang dinamik. Kerangka asas shura yang dibina merangkumi kepimpinan Rasulullah SAW sebagai panduan ke arah kepimpinan yang syumul dan amat mendorong peningkatan komitmen kerja kakitangan yang mampan. Kesimpulannya, implikasi kepimpinan shura berupaya memastikan prestasi cemerlang organisasi dalam pengurusan awam.*

**Kata Kunci:** *Shura*, komitmen kerja

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## LIST OF ABBREVIATIONS

RTD	Road Transport Department
MOT	Ministry of Transportation
UUM	Universiti Utara Malaysia
SPSS	Statistical Package for Social Science
ANOVA	One-way Analysis of Variance
PBUH	Peace Be Upon Him



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## CHAPTER ONE

### INTRODUCTION

#### 1.0 Introduction

The tendency to practice *shura* in the management in influential organization not only in the scope of creating mutual understanding, but the implementation of *shura* as an order of *Allah SWT* and the sunnah of the Prophet SAW. Organizations should be managed by successful leadership in a manner that it contain the consensus and involve all members in all aspects that lead to high work commitment and organizational excellence. The quality of the organization emphasizes on the practice of *shura* in order to create a solid work commitment to improve an effective work performance.

The institution of *Shura* does play a crucial role in the political and social progress of well-organized societies. The principle of *Shura* was not the continuation of tribal institutions before Islam, which had undergone definite modification by adapting moral principles as mentioned in the Quran. *Shura* obliges the group or people to get involved in decision-making as a process of ensuring transparency, accountability, collective responsibility, tolerance and unity of purpose. *Shura* signifies the acknowledgement of the will of the people and challenges the ability and integrity of the administrator or manager and his wiliness to accommodate divergent views. This principle makes it clear that whatever it takes to make a decision by way of *Shura*, the leader has to accept it and put the trust in Allah for the ultimate results. Moreover, it is divinely directed and fully applied in the operation during the time of the Holy Prophet (PBUH) and *Khalifah ar-Rasyidin*.

*Shura* is the sign of the Prophet's leadership superiority by always discourse whether in formal or informal situations. In driving the application of leadership, *shura* should be prioritized the good relations with fellow members of the organization, building up the spirit of unity, creating an understanding towards efficient leadership and integrity, and bring out the atmosphere that makes the leader respected and

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## **APPENDICES**

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### **APPENDIX A** Questionnaire

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### **APPENDIX B** Reliability Analysis for Pilot Study

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### **APPENDIX C** Reliability Analysis for Actual Study

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### **APPENDIX D** Normality Test

---

### **APPENDIX E** Descriptive Statistics: i. Profile of the Respondents ii. Mean and Standard Deviation of the Variables

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### **APPENDIX F** Inferential Statistics: Independent Sample T-Test

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### **APPENDIX G** Inferential Statistics: One-way ANOVA

---

### **APPENDIX H** Inferential Statistics: Pearson Correlation

---

### **APPENDIX I** Inferential Statistics: Multiple Linear Regression

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**APPENDIX A**No: 

**PELAKSANAAN SYURA TERHADAP KOMITMEN KERJA:  
KAJIAN KES DI JABATAN PENGANGKUTAN JALAN (WILAYAH UTARA)**

Tuan/Puan,

**SOALAN UNTUK KAJIAN AKADEMIK.**

Soalan ini bertujuan untuk menentukan komitmen kerja melalui pelaksanaan \*syura dalam penglibatan pembuatan keputusan di JPJ. Segala maklumat yang dikumpul melalui kajian ini adalah bertujuan melengkapkan keperluan di dalam pengajian Sarjana Pengurusan Perniagaan Islam. Semua maklumat yang diberikan adalah SULIT dan hanya digunakan untuk tujuan akademik sahaja. Kerjasama dan sokongan anda menjawab soalan ini dengan JUJUR dan IKHLAS amatlah diha rgai.

\*Syura di dalam soal selidik ini bermaksud mesyuarat.

Disediakan oleh:

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Diselia oleh:

Prof. Madya Dr. Ahmad Bashir Aziz

Islamic Business School

Universiti Utara Malaysia

Arahan : Sila pilih pilihan jawapan yang terbaik yang mewakili diri anda.

**BAHAGIAN 1**

1. Jantina / Gender:

☐ Lelaki / Male ☐ Perempuan / Female

4. Status Perkahwinan:

☐ Bujang ☐ Kahwin ☐ Duda/Janda

2. Pendidikan / Education:

☐ SPM & ke bawah ☐ STPM/ Sijil/Diploma☐ Ijazah Sarjana Muda ☐ Sarjana & ke atas

5. Pengalaman Kerja:

☐ Kurang 7 tahun ☐ 8-14 tahun☐ 15- 21 tahun ☐ melebihi 21 tahun

3. Umur:

☐ <29tahun ☐ 30-39tahun☐ 40-49tahun ☐ >50tahun

6. Gred Jawatan :

☐ Gred 10-20 ☐ Gred 21-30☐ Gred 31-40 ☐ Gred 41 ke atas**BAHAGIAN 2**

7. Bilangan mesyuarat yang saya hadiri :

☐ 1-2kaliseminggu ☐ 3-4kaliseminggu☐ 5- 6kali seminggu ☐ lebih 7 kali seminggu

8. Tempoh (purata masa) mesyuarat yang dijalankan setiap kali:

☐ Kurang 30minit ☐ 30-60minit ☐ 1 jam-2 jam☐ 2 jam-3 jam ☐ 3 jam-4 jam ☐ Melebihi 4 jam

9. Adakah anda pernah tertidur semasa mesyuarat dijalankan ?

☐ Ya ☐ Tidak

10. Jenis mesyuarat yang saya hadiri (boleh tanda melebihi 1 jawapan):

☐ Mesyuarat Pengurusan ☐ Mesyuarat Mingguan ☐ Taklimat SOP☐ Mesyuarat Jawatankuasa ☐ Mesyuarat Bahagian ☐ Latihan

Arahan : Sila bulatkan nombor jawapan yang anda fikirkan berkaitan.

Amat tidak bersetuju						Amat bersetuju	
1		2	3	4	5		
No	Kenyataan	Jawapan					
11	Mesyuarat yang saya hadiri diwakili oleh ahli yang betul.	1	2	3	4	5	
12	Semua ahli mesyuarat melibatkan diri dalam perbincangan.	1	2	3	4	5	
13	Saya tahu tujuan mesyuarat diadakan.	1	2	3	4	5	
14	Objektif mesyuarat yang saya hadiri tercapai.	1	2	3	4	5	
15	Ahli mesyuarat diberi peluang mengeluarkan pendapat.	1	2	3	4	5	
16	Pengerusi berinteraksi dengan ahli mesyuarat secara tidak formal di luar mesyuarat.	1	2	3	4	5	
17	Pengerusi menerima pendapat saya walaupun bertentangan dengan pandangan peribadinya.	1	2	3	4	5	
18	Pengerusi memastikan komunikasi dengan ahli mesyuarat berlaku.	1	2	3	4	5	
19	Pengerusi meletakkan kepentingan organisasi dalam membuat keputusan.	1	2	3	4	5	
20	Pengerusi menggalakkan penyertaan ahli dalam memberi pandangan ketika mesyuarat.	1	2	3	4	5	
21	Pengerusi amat mengutamakan pencapaian matlamat organisasi bersama kakitangan.	1	2	3	4	5	
22	Pengerusi memberikan idea semasa merancang sesuatu aktiviti.	1	2	3	4	5	
23	Pengerusi istiqamah dengan keputusan yang dibuat dalam mesyuarat.	1	2	3	4	5	
24	Pengerusi melibatkan diri dengan kakitangan semasa aktiviti di luar mesyuarat diadakan.	1	2	3	4	5	
25	Pengerusi bersedia mendengar permasalahan ahli mesyuarat.	1	2	3	4	5	
26	Pengerusi mengagihkan kawalan kerja kepada ahli mesyuarat.	1	2	3	4	5	
27	Pengerusi mengagihkan tanggungjawab kepada ahli mesyuarat.	1	2	3	4	5	
28	Pengerusi memberi kepercayaan kepada ahli lain untuk mempengerusikan mesyuarat.	1	2	3	4	5	
29	Pengerusi berkomunikasi secara telus.	1	2	3	4	5	
30	Pengerusi memperingatkan ahli mesyuarat tentang tugas di organisasi.	1	2	3	4	5	
31	Pengerusi menekankan perlunya menjaga akhlak Islam.	1	2	3	4	5	
32	Pengerusi menyampaikan nasihat kepada ahli mesyuarat dari semasa ke semasa.	1	2	3	4	5	
33	Pengerusi meminta ahli mesyuarat meneliti semua pandangan sebelum membuat keputusan.	1	2	3	4	5	
34	Pengerusi sentiasa memberi nasihat secara berhemah kepada ahli mesyuarat.	1	2	3	4	5	
35	Pengerusi memperlihatkan sifat amanah dalam menjalankan tugas.	1	2	3	4	5	
36	Pengerusi menjadi contoh sebagai seorang yang amanah kepada ahli mesyuarat.	1	2	3	4	5	
37	Pengerusi mengaitkan keputusan mesyuarat dengan amanah untuk melaksanakannya.	1	2	3	4	5	
38	Pengerusi melakukan pemantauan terhadap tugas ahli mesyuarat.	1	2	3	4	5	
39	Pengerusi meminta ahli mesyuarat supaya amanah dalam melaksanakan pekerjaan.	1	2	3	4	5	
40	Saya sanggup berkerja lebih kuat untuk membantu organisasi ini berjaya.	1	2	3	4	5	
41	Saya berasa sangat kurang setia kepada organisasi ini.	1	2	3	4	5	
42	Saya sanggup membuat apa juga tugas untuk kekal di organisasi ini.	1	2	3	4	5	
43	Saya dapati nilai diri dan nilai organisasi adalah sama.	1	2	3	4	5	
44	Saya sangat bangga bekerja dengan organisasi ini.	1	2	3	4	5	
45	Saya sanggup menolak pekerjaan lain yang memberi lebih pulangan untuk bekerja di sini.	1	2	3	4	5	
Komen / Cadangan / Pandangan :							

TERIMA KASIH DI ATAS KERJASAMAANDA.

## APPENDIX B: RELIABILITY ANALYSIS FOR PILOT STUDY

### Scale IV 1: PILOT RELIABILITY OPENNESS

**Case Processing Summary**

	N	%
Valid	30	100.0
Excluded <sup>a</sup>	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.628	.630	5

**Item Statistics**

	Mean	Std. Deviation	N
OPEN15	4.37	.558	30
OPEN16	3.77	.935	30
OPEN17	3.57	.858	30
OPEN18	3.97	.765	30
OPEN19	4.27	.640	30

**Inter-Item Correlation Matrix**

	OPEN15	OPEN16	OPEN17	OPEN18	OPEN19
OPEN15	1.000	.170	-.161	.192	.103
OPEN16	.170	1.000	.213	.230	.165
OPEN17	-.161	.213	1.000	.502	.469
OPEN18	.192	.230	.502	1.000	.653
OPEN19	.103	.165	.469	.653	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OPEN15	15.57	5.289	.102	.154	.676
OPEN16	16.17	3.937	.282	.095	.642
OPEN17	16.37	3.757	.410	.371	.560
OPEN18	15.97	3.482	.627	.512	.441
OPEN19	15.67	4.023	.555	.454	.503

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.93	5.857	2.420	5

#### Scale IV 2: PILOT RELIABILITY CONSENSUS

Case Processing Summary		
	N	%
Valid	30	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.889	.891	5

Item Statistics			
	Mean	Std. Deviation	N
CONSENSUS20	4.03	.765	30
CONSENSUS21	4.10	.923	30
CONSENSUS22	4.13	.730	30
CONSENSUS23	3.70	.952	30
CONSENSUS24	3.60	.894	30

Inter-Item Correlation Matrix					
	CONSENSUS20	CONSENSUS21	CONSENSUS22	CONSENSUS23	CONSENSUS24
CONSENSUS20	1.000	.581	.547	.582	.373
CONSENSUS21	.581	1.000	.798	.820	.551
CONSENSUS22	.547	.798	1.000	.704	.612
CONSENSUS23	.582	.820	.704	1.000	.623
CONSENSUS24	.373	.551	.612	.623	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CONSENSUS20	15.53	9.361	.596	.386	.893
CONSENSUS21	15.47	7.637	.833	.774	.840
CONSENSUS22	15.43	8.737	.803	.667	.854
CONSENSUS23	15.87	7.499	.830	.728	.841
CONSENSUS24	15.97	8.654	.624	.455	.890

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.57	12.737	3.569	5

### Scale IV 3: PILOT RELIABILITY TRUST

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.767	.779	5

Item Statistics			
	Mean	Std. Deviation	N
TRUST25	3.97	.669	30
TRUST26	3.97	.718	30
TRUST27	3.93	.868	30
TRUST28	3.47	.860	30
TRUST29	3.97	.765	30

Inter-Item Correlation Matrix					
	TRUST25	TRUST26	TRUST27	TRUST28	TRUST29
TRUST25	1.000	.572	.174	.208	.672
TRUST26	.572	1.000	.660	.361	.625
TRUST27	.174	.660	1.000	.320	.308
TRUST28	.208	.361	.320	1.000	.234
TRUST29	.672	.625	.308	.234	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TRUST25	15.33	5.747	.523	.530	.731
TRUST26	15.33	4.851	.792	.689	.639
TRUST27	15.37	5.206	.483	.504	.747
TRUST28	15.83	5.661	.359	.144	.791
TRUST29	15.33	5.195	.600	.538	.703

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.30	7.872	2.806	5

#### Scale IV 4: PILOT RELIABILITY COUNCEL

Case Processing Summary		
	N	%
Valid	30	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.876	.873	5



Item Statistics			
	Mean	Std. Deviation	N
COUNCEL30	4.03	.615	30
COUNCEL31	4.13	.681	30
COUNCEL32	4.03	.809	30
COUNCEL33	3.87	.860	30
COUNCEL34	3.87	.819	30

Inter-Item Correlation Matrix					
	COUNCEL30	COUNCEL31	COUNCEL32	COUNCEL33	COUNCEL34
COUNCEL30	1.000	.483	.414	.335	.557
COUNCEL31	.483	1.000	.617	.620	.527
COUNCEL32	.414	.617	1.000	.750	.736
COUNCEL33	.335	.620	.750	1.000	.757
COUNCEL34	.557	.527	.736	.757	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
COUNCEL30	15.90	7.610	.510	.418	.890
COUNCEL31	15.80	6.855	.673	.509	.858
COUNCEL32	15.90	5.955	.788	.656	.829
COUNCEL33	16.07	5.789	.771	.705	.834
COUNCEL34	16.07	5.857	.805	.715	.824

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.93	9.720	3.118	5

#### Scale IV 5: PILOT RELIABILITY AMANAH

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

# Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.848	.845	5

# Item Statistics

	Mean	Std. Deviation	N
AMANA35	4.03	.718	30
AMANA36	4.10	.923	30
AMANA37	3.90	.662	30
AMANA38	3.97	.556	30
AMANA39	4.27	.640	30

# Inter-Item Correlation Matrix

	AMANA35	AMANA36	AMANA37	AMANA38	AMANA39
AMANA35	1.000	.671	.733	.176	.505
AMANA36	.671	1.000	.807	.410	.654
AMANA37	.733	.807	1.000	.365	.472
AMANA38	.176	.410	.365	1.000	.414
AMANA39	.505	.654	.472	.414	1.000

# Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
AMANA35	16.23	5.151	.672	.598	.814
AMANA36	16.17	3.937	.838	.751	.767
AMANA37	16.37	5.068	.789	.740	.784
AMANA38	16.30	6.424	.399	.261	.874
AMANA39	16.00	5.517	.643	.497	.822

# Scale Statistics

Mean	Variance	Std. Deviation	N of Items
20.27	7.857	2.803	5

# Scale DEPENDANT VARIABLE : PILOT RELIABILITY COMMITMENT

Case Processing Summary

	N	%
Valid	30	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	30	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.793	.807	6

Item Statistics

	Mean	Std. Deviation	N
KOMITMEN40	4.33	.806	30
KOMITMEN42	3.60	1.133	30
KOMITMEN43	3.80	.925	30
KOMITMEN44	4.23	.817	30
KOMITMEN45	3.50	1.186	30
KOMITMENR	4.50	.777	30

Inter-Item Correlation Matrix

	KOMITMEN40	KOMITMEN42	KOMITMEN43	KOMITMEN44	KOMITMEN45	KOMITMENR
KOMITMEN40	1.000	.552	.492	.464	.333	.293
KOMITMEN42	.552	1.000	.382	.440	.382	.431
KOMITMEN43	.492	.382	1.000	.703	.468	.192
KOMITMEN44	.464	.440	.703	1.000	.617	.244
KOMITMEN45	.333	.382	.468	.617	1.000	.167
KOMITMENR	.293	.431	.192	.244	.167	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KOMITMEN40	19.63	12.447	.591	.404	.764
KOMITMEN42	20.37	9.895	.585	.427	.754
KOMITMEN43	20.17	10.764	.614	.530	.745
KOMITMEN44	19.73	10.823	.717	.616	.726
KOMITMEN45	20.47	9.844	.542	.398	.770
KOMITMENR	19.47	12.809	.347	.194	.801

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
23.97	15.344	3.917	6



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# **APPENDIX C: RELIABILITY ANALYSIS FOR ACTUAL STUDY**

## **Scale IV 1: OPENNESS**

**Case Processing Summary**

	N	%
Valid	222	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.762	.764	5

**Item Statistics**

	Mean	Std. Deviation	N
OPEN15	4.17	.723	222
OPEN16	3.77	.840	222
OPEN17	3.59	.860	222
OPEN18	4.00	.712	222
OPEN19	4.01	.790	222

**Inter-Item Correlation Matrix**

	OPEN15	OPEN16	OPEN17	OPEN18	OPEN19
OPEN15	1.000	.350	.250	.413	.370
OPEN16	.350	1.000	.507	.310	.392
OPEN17	.250	.507	1.000	.429	.392
OPEN18	.413	.310	.429	1.000	.515
OPEN19	.370	.392	.392	.515	1.000

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
OPEN15	15.37	5.836	.453	.241	.745
OPEN16	15.77	5.189	.535	.332	.718
OPEN17	15.95	5.101	.541	.348	.717
OPEN18	15.54	5.535	.567	.371	.709
OPEN19	15.53	5.264	.566	.347	.707

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.54	7.942	2.818	5

#### Scale IV 2: CONSENSUS

Case Processing Summary		
	N	%
Valid	222	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.840	.844	5

Item Statistics			
	Mean	Std. Deviation	N
CONSENSUS20	4.03	.739	222
CONSENSUS21	4.00	.767	222
CONSENSUS22	4.02	.705	222
CONSENSUS23	3.84	.779	222
CONSENSUS24	3.79	.909	222

Inter-Item Correlation Matrix					
	CONSENSUS20	CONSENSUS21	CONSENSUS22	CONSENSUS23	CONSENSUS24
CONSENSUS20	1.000	.543	.450	.582	.427
CONSENSUS21	.543	1.000	.644	.560	.461
CONSENSUS22	.450	.644	1.000	.499	.486
CONSENSUS23	.582	.560	.499	1.000	.547
CONSENSUS24	.427	.461	.486	.547	1.000



Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
CONSENSUS20	15.65	6.473	.619	.415	.815
CONSENSUS21	15.68	6.137	.691	.624	.795
CONSENSUS22	15.66	6.514	.849	.470	.808
CONSENSUS23	15.84	6.079	.693	.493	.794
CONSENSUS24	15.89	5.910	.592	.369	.828

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
19.68	9.350	3.058	5

### Scale IV 3: TRUST

Case Processing Summary			
		N	%
Cases	Valid	222	100.0
	Excluded <sup>a</sup>	0	.0
	Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.810	.814	5

Item Statistics			
	Mean	Std. Deviation	N
TRUST25	3.94	.776	222
TRUST26	3.84	.731	222
TRUST27	3.89	.768	222
TRUST28	3.62	.878	222
TRUST29	3.87	.880	222

Inter-Item Correlation Matrix

	TRUST25	TRUST26	TRUST27	TRUST28	TRUST29
TRUST25	1.000	.556	.353	.422	.604
TRUST26	.556	1.000	.685	.333	.459
TRUST27	.353	.685	1.000	.359	.393
TRUST28	.422	.333	.359	1.000	.503
TRUST29	.604	.459	.393	.503	1.000

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
TRUST25	15.21	6.249	.632	.483	.764
TRUST26	15.31	6.351	.666	.584	.759
TRUST27	15.26	6.511	.553	.500	.784
TRUST28	15.53	6.268	.515	.300	.801
TRUST29	15.28	5.804	.643	.458	.760

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.15	9.304	3.050	5

## Scale IV 4: COUNCEL

Case Processing Summary

	N	%
Valid	222	100.0
Cases Excluded <sup>a</sup>	0	.0
Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.857	.857	5

Item Statistics			
	Mean	Std. Deviation	N
COUNCEL30	4.05	.671	222
COUNCEL31	4.06	.778	222
COUNCEL32	4.01	.746	222
COUNCEL33	3.91	.747	222
COUNCEL34	3.97	.739	222

Inter-Item Correlation Matrix					
	COUNCEL30	COUNCEL31	COUNCEL32	COUNCEL33	COUNCEL34
COUNCEL30	1.000	.490	.550	.441	.532
COUNCEL31	.490	1.000	.577	.509	.508
COUNCEL32	.550	.577	1.000	.603	.641
COUNCEL33	.441	.509	.603	1.000	.609
COUNCEL34	.532	.508	.641	.609	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
COUNCEL30	15.96	6.157	.610	.385	.843
COUNCEL31	15.94	5.684	.635	.410	.838
COUNCEL32	15.99	5.484	.744	.555	.809
COUNCEL33	16.09	5.702	.666	.467	.829
COUNCEL34	16.04	5.601	.712	.523	.817

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
20.00	8.638	2.939	5

#### Scale IV 5: AMANAH

Cases Processing Summary			
		N	%
Cases	Valid	222	100.0
	Excluded <sup>a</sup>	0	.0
	Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.898	.898	5

#### Item Statistics

	Mean	Std. Deviation	N
AMANA35	4.03	.775	222
AMANA36	3.97	.850	222
AMANA37	3.98	.796	222
AMANA38	3.86	.747	222
AMANA39	4.08	.730	222

#### Inter-Item Correlation Matrix

	AMANA35	AMANA36	AMANA37	AMANA38	AMANA39
AMANA35	1.000	.736	.713	.484	.564
AMANA36	.736	1.000	.768	.571	.638
AMANA37	.713	.768	1.000	.635	.665
AMANA38	.484	.571	.635	1.000	.601
AMANA39	.564	.638	.665	.601	1.000

#### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
AMANA35	15.89	7.186	.733	.597	.879
AMANA36	15.95	6.585	.808	.681	.863
AMANA37	15.94	6.766	.833	.699	.857
AMANA38	16.06	7.580	.656	.466	.895
AMANA39	15.84	7.446	.717	.525	.883

#### Scale Statistics

Mean	Variance	Std. Deviation	N of Items
19.92	10.835	3.292	5

# **Scale DV: KOMITMENR**

**Case Processing Summary**

		N	%
Cases	Valid	222	100.0
	Excluded <sup>a</sup>	0	.0
	Total	222	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.757	.768	6

**Item Statistics**

	Mean	Std. Deviation	N
KOMITMEN40	4.20	.730	222
KOMITMEN42	3.87	.852	222
KOMITMEN43	3.72	.815	222
KOMITMEN44	4.15	.743	222
KOMITMEN45	3.63	1.025	222
KOMITMENR	4.36	.849	222

**Inter-Item Correlation Matrix**

	KOMITMEN40	KOMITMEN42	KOMITMEN43	KOMITMEN44	KOMITMEN45	KOMITMENR
KOMITMEN40	1.000	.412	.377	.461	.277	.363
KOMITMEN42	.412	1.000	.451	.494	.366	.257
KOMITMEN43	.377	.451	1.000	.525	.416	.153
KOMITMEN44	.461	.494	.525	1.000	.477	.266
KOMITMEN45	.277	.366	.416	.477	1.000	.046
KOMITMENR	.363	.257	.153	.266	.046	1.000

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KOMITMEN40	19.73	8.651	.542	.320	.714
KOMITMEN42	20.06	8.019	.573	.340	.701
KOMITMEN43	20.21	8.231	.560	.358	.706
KOMITMEN44	19.78	8.134	.666	.456	.682
KOMITMEN45	20.31	7.915	.442	.287	.745
KOMITMENR	19.57	9.341	.280	.166	.778

Scale Statistics			
Mean	Variance	Std. Deviation	N of Items
23.93	11.511	3.393	6



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## APPENDIX D : NORMALITY TEST

### IV 1 : OPENNESS

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanOpen	222	100.0%	0	0.0%	222	100.0%

Descriptives

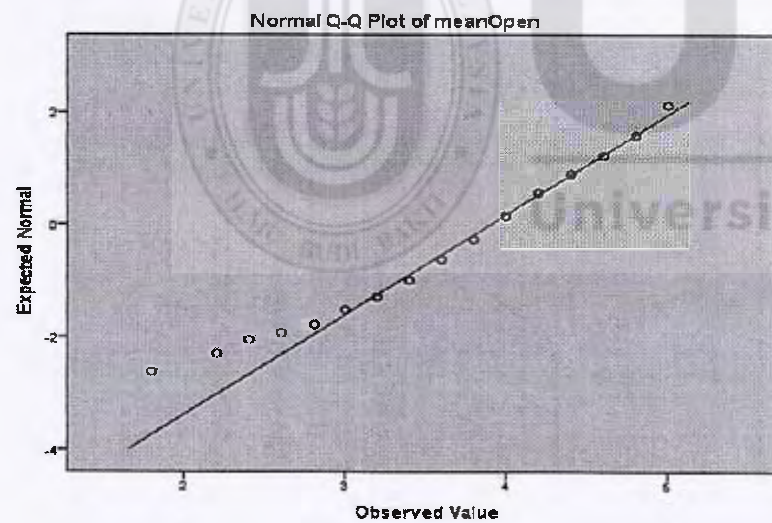
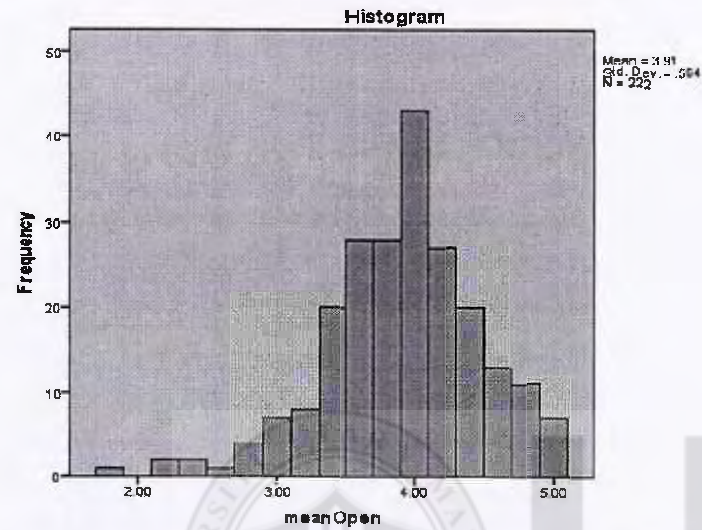
			Statistic	Std. Error
meanOpen	Mean		3.9081	.03783
	95% Confidence Interval for Mean	Lower Bound	3.8336	
		Upper Bound	3.9827	
	5% Trimmed Mean		3.9280	
	Median		4.0000	
	Variance		.318	
	Std. Deviation		.56362	
	Minimum		1.80	
	Maximum		5.00	
	Penge		3.20	
	Interquartile Penge		.60	
	Skewness		-.539	.163
	Kurtosis		.907	.325

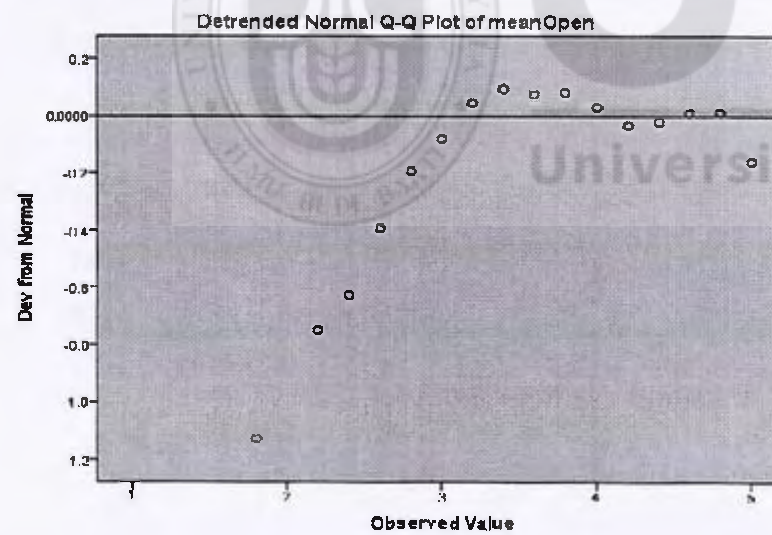
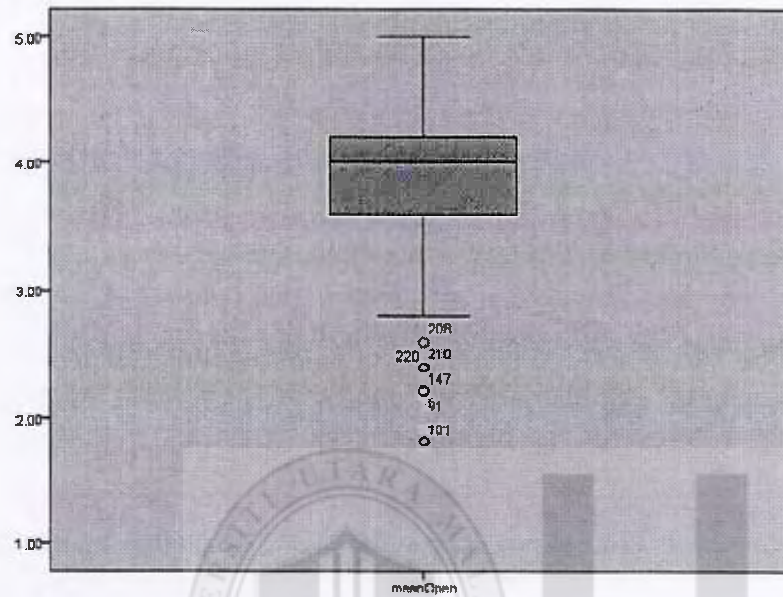
Extreme Values

		Case Number	Value
meanOpen	Highest	1	5.00
		2	5.00
		3	5.00
		4	5.00
		5	5.00 <sup>a</sup>
	Lowest	1	1.80
		2	2.20
		3	2.20
		4	2.40
		5	2.40

a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

meanOpen





## IV 2 : CONSENSUS

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanCONSENSUS	222	100.0%	0	0.0%	222	100.0%

Descriptives

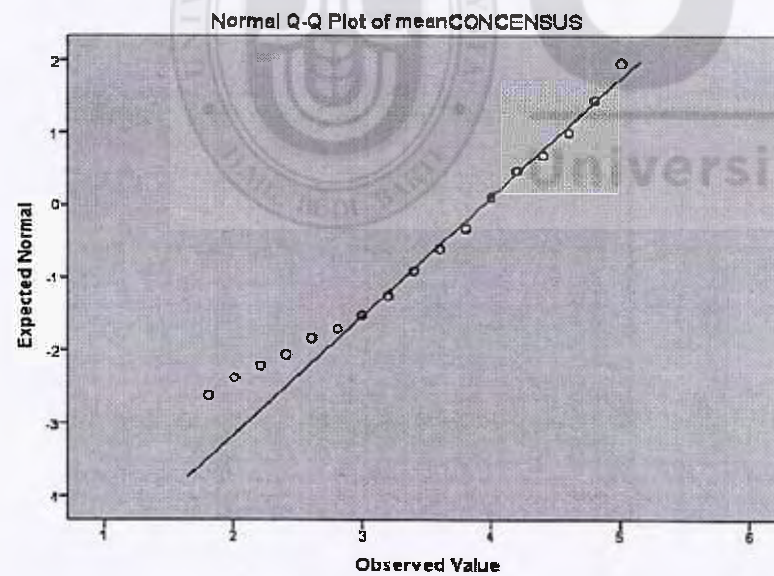
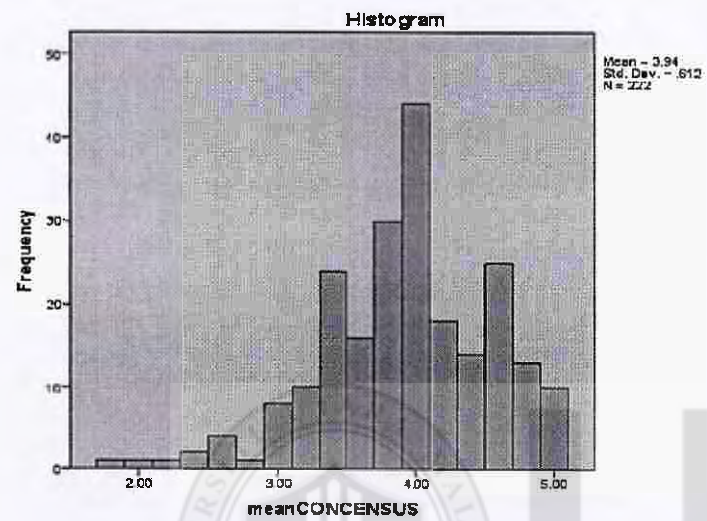
			Statistic	Std. Error
meanCONSENSUS	Mean		3.9360	.04104
	95% Confidence Interval for Mean	Lower Bound	3.8551	
		Upper Bound	4.0169	
	5% Trimmed Mean		3.9601	
	Median		4.0000	
	Variance		.374	
	Std. Deviation		.61155	
	Minimum		1.80	
	Maximum		5.00	
	Range		3.20	
	Interquartile Range		.80	
	Skewness		-.518	.163
	Kurtosis		.496	.325

Extreme Values

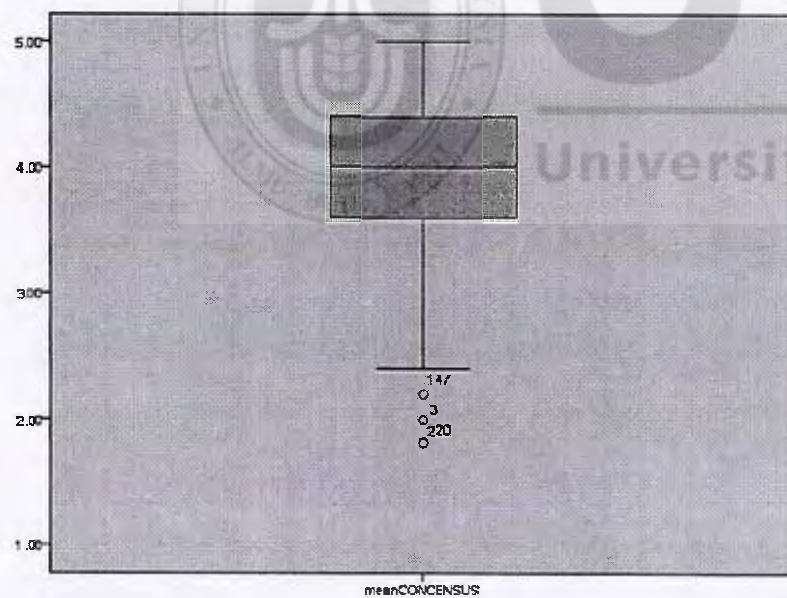
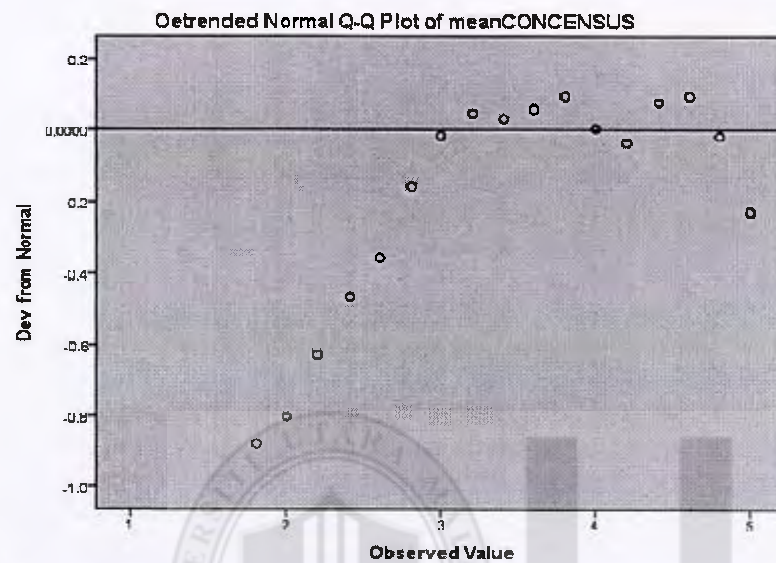
		Case Number	Value
meanCONSENSUS	Highest	1	16
		2	34
		3	81
		4	92
		5	115
	Lowest	1	220
		2	3
		3	147
		4	210
		5	198

a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

meanCONCENSUS







#### IV 3 : TRUST

**Cases Processing Summary**

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanTRUST	222	100.0%	0	0.0%	222	100.0%

**Descriptives**

			Statistic	Std. Error
meanTRUST	Mean		3.8297	.04094
	95% Confidence Interval for Mean	Lower Bound	3.7490	
		Upper Bound	3.9104	
	5% Trimmed Mean		3.8470	
	Median		3.8000	
	Variance		.372	
	Std. Deviation		.61004	
	Minimum		2.00	
	Maximum		5.00	
	Range		3.00	
	Interquartile Range		.80	
	Skewness		-.378	.163
	Kurtosis		.176	.325

**Extreme Values**

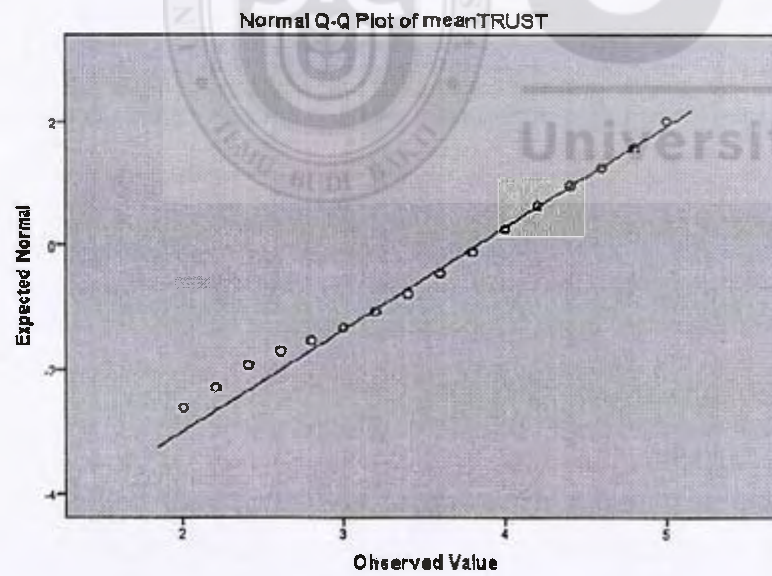
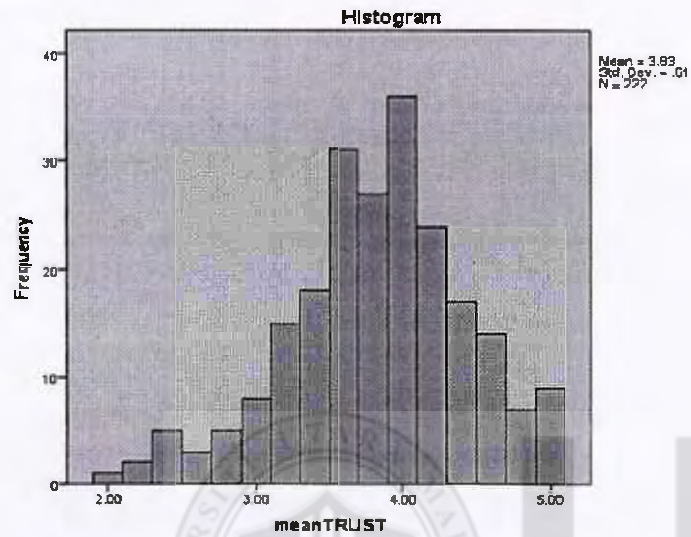
		Case Number	Value
meanTRUST	Highest	1	5.00
		2	5.00
		3	5.00
		4	5.00
		5	5.00 <sup>a</sup>
	Lowest	1	2.00
		2	2.20
		3	2.20
		4	2.40
		5	2.40 <sup>b</sup>

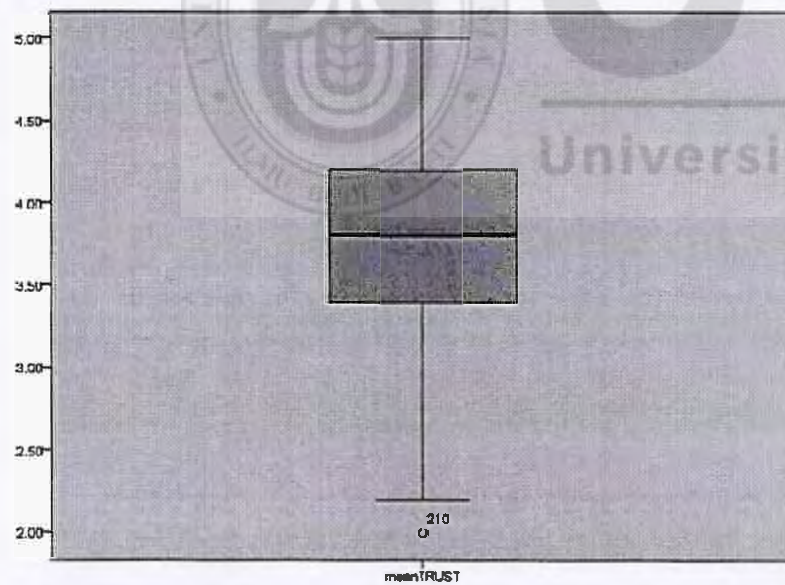
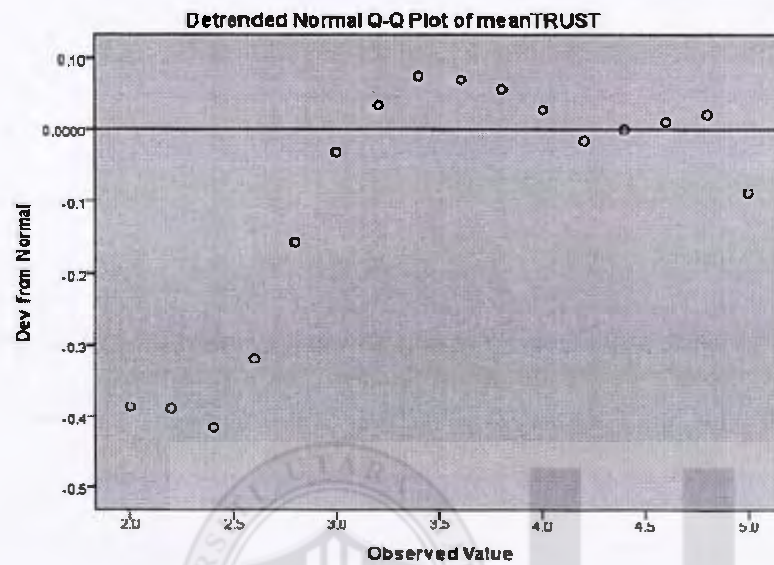
a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

b. Only a partial list of cases with the value 2.40 are shown in the table of lower extremes.



meanTRUST





#### IV 4 : COUNSEL

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanCOUNCEL	222	100.0%	0	0.0%	222	100.0%

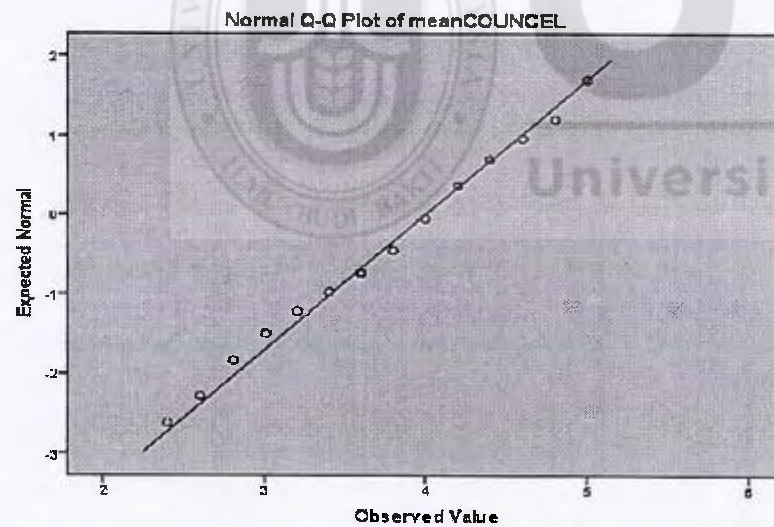
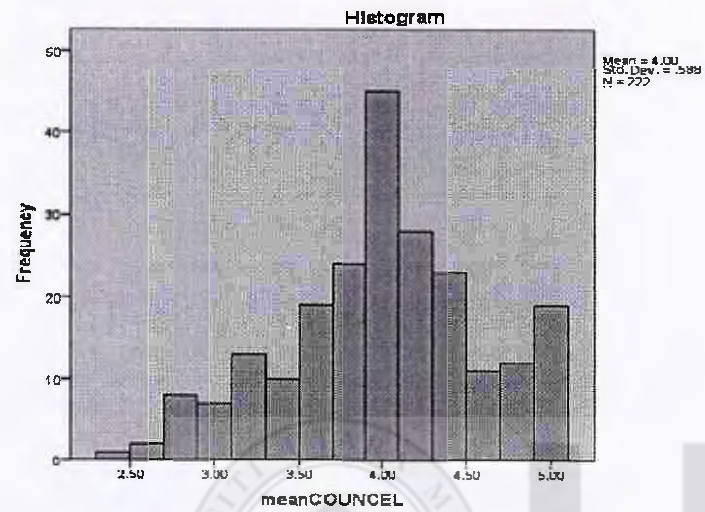
Descriptives				Statistic	Std. Error
meanCOUNCEL	Mean			4.0009	.03945
	95% Confidence Interval for Mean	Lower Bound		3.9232	
		Upper Bound		4.0786	
	5% Trimmed Mean			4.0160	
	Median			4.0000	
	Variance			.346	
	Std. Deviation			.58781	
	Minimum			2.40	
	Maximum			5.00	
	Range			2.60	
	Interquartile Range			.80	
	Skewness			-.261	.163
	Kurtosis			-.277	.325

Extreme Values			
		Case Number	Value
meanCOUNCEL	Highest	1	2
		2	15
		3	16
		4	34
		5	35
	Lowest	1	101
		2	200
		3	147
		4	217
		5	216

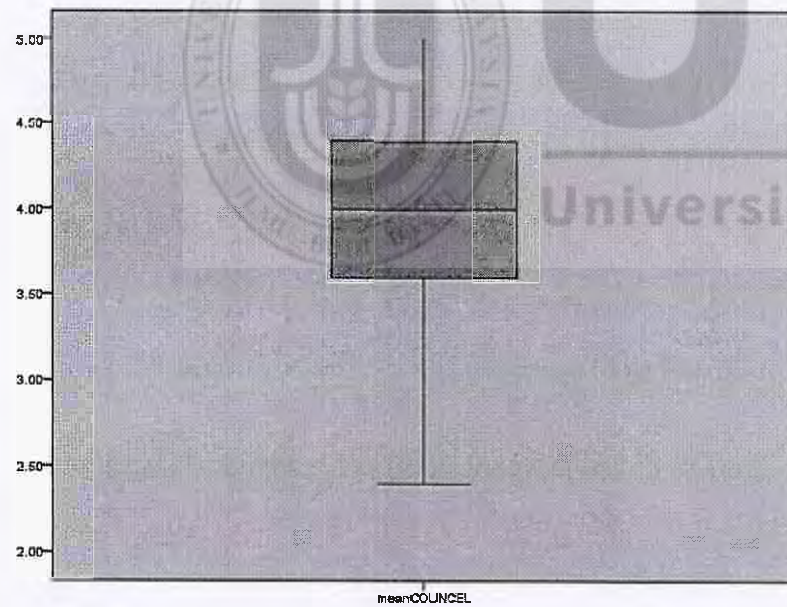
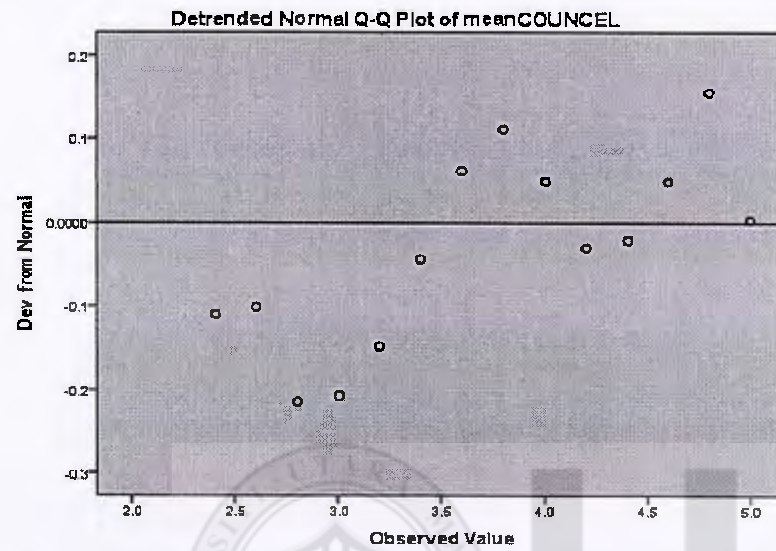
a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

b. Only a partial list of cases with the value 2.80 are shown in the table of lower extremes.

meanCOUNCEL







#### IV 5 : AMANAH

Cases Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanAMANAH	222	100.0%	0	0.0%	222	100.0%

Descriptives

				Statistic	Std. Error
meanAMANAH	Mean			3.9838	.04418
	95% Confidence Interval for Mean	Lower Bound		3.8967	
		Upper Bound		4.0709	
	5% Trimmed Mean			4.0131	
	Median			4.0000	
	Variance			.433	
	Std. Deviation			.65833	
	Minimum			2.00	
	Maximum			5.00	
	Range			3.00	
	Interquartile Range			.80	
	Skewness			-.512	.163
	Kurtosis			.045	.325

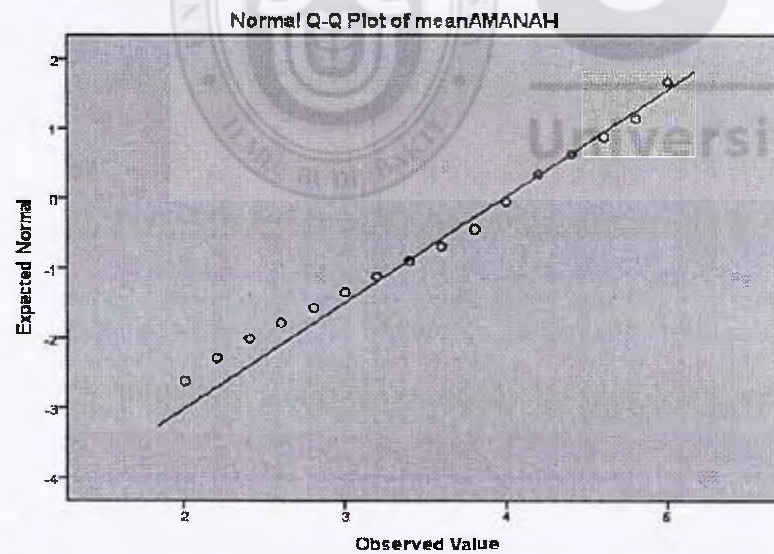
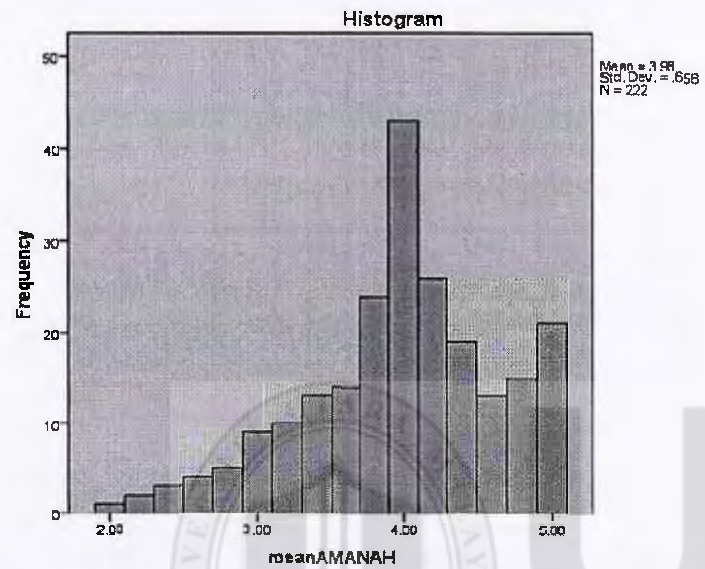
Extreme Values

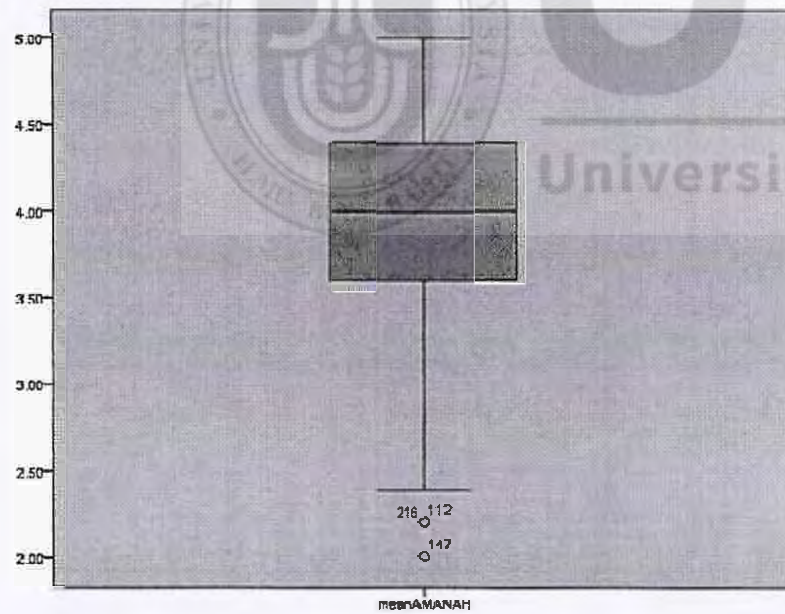
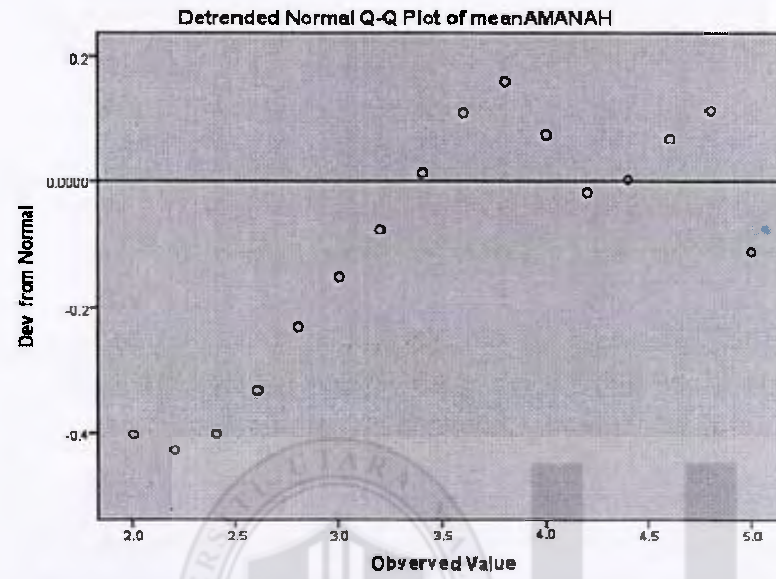
		Case Number	Value
meanAMANAH	Highest	1	16
		2	34
		3	35
		4	61
		5	67
	Lowest	1	147
		2	216
		3	112
		4	211
		5	134

a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

b. Only a partial list of cases with the value 2.40 are shown in the table of lower extremes.

meanAMANA







DV : COMMITMENT

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
meanKOMITMEN	222	100.0%	0	0.0%	222	100.0%

Descriptives

			Statistic	Std. Error
meanKOMITMEN	Mean		3.9887	.03795
	95% Confidence Interval for Mean	Lower Bound	3.9139	
		Upper Bound	4.0635	
	5% Trimmed Mean		4.0001	
	Median		4.0000	
	Variance		.320	
	Std. Deviation		.56547	
	Minimum		2.50	
	Maximum		5.00	
	Range		2.50	
	Interquartile Range		.67	
	Skewness		-.263	.163
	Kurtosis		-.462	.325

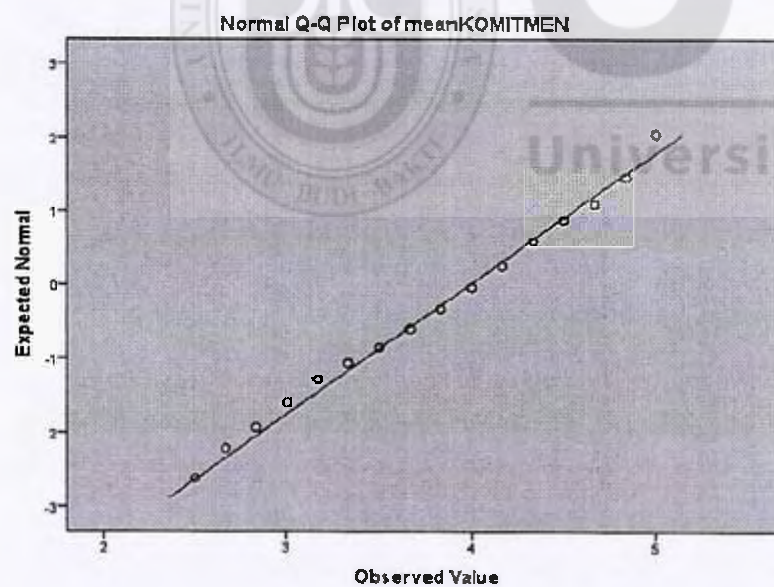
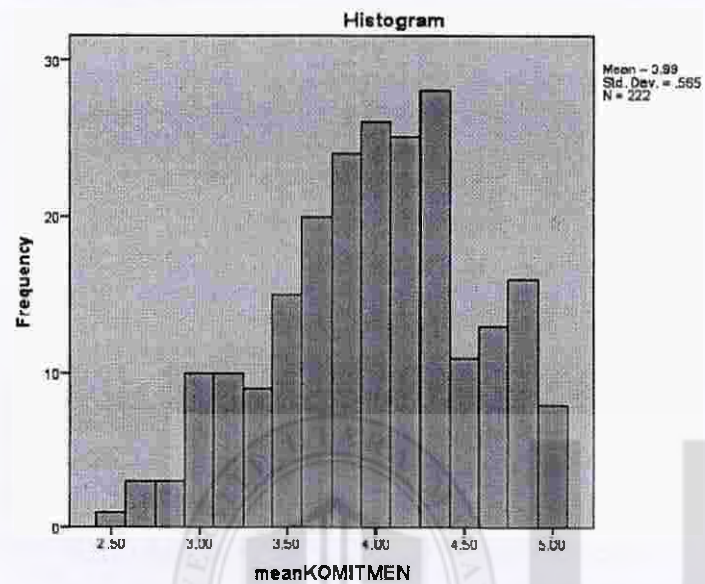
Extreme Values

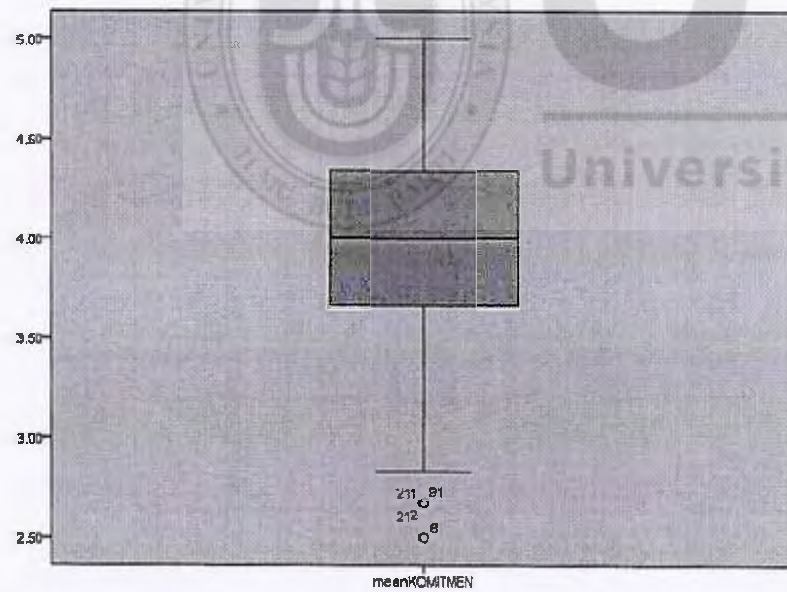
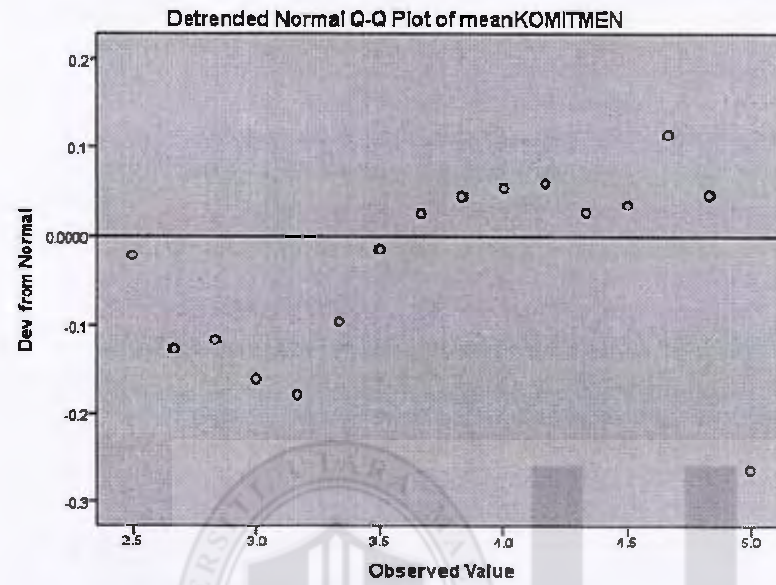
		Case Number	Value
meanKOMITMEN	Highest	1	5.00
		2	5.00
		3	5.00
		4	5.00
		5	5.00 <sup>a</sup>
	Lowest	1	2.50
		2	2.67
		3	2.67
		4	2.67
		5	2.83 <sup>b</sup>

a. Only a partial list of cases with the value 5.00 are shown in the table of upper extremes.

b. Only a partial list of cases with the value 2.83 are shown in the table of lower extremes.

meanKOMITMEN





# APPENDIX E: DESCRIPTIVE STATISTICS

		Statistics					
		GENDER	EDUCATION	AGE	MARRIAGE	EXPERIENCE	GRADE
N	Valid	222	222	222	222	222	222
	Missing	0	0	0	0	0	0
Minimum		1	1	1	1	1	1
Maximum		2	4	4	3	4	4

## Frequency Table

GENDER				
	Frequency	Percent	Valid Percent	Cumulative Percent
MALE	104	46.8	46.8	46.8
Valid FEMALE	118	53.2	53.2	100.0
Total	222	100.0	100.0	

EDUCATION				
	Frequency	Percent	Valid Percent	Cumulative Percent
SPM & BELOW	76	34.2	34.2	34.2
STPM/SIJL/DIPLOMA	118	53.2	53.2	87.4
Valid BACHELOR DEGREE	24	10.8	10.8	98.2
MASTER DEGREE & ABOVE	4	1.8	1.8	100.0
Total	222	100.0	100.0	

AGE				
	Frequency	Percent	Valid Percent	Cumulative Percent
20-29	42	18.9	18.9	18.9
30-39	109	49.1	49.1	68.0
Valid 40-49	44	19.8	19.8	87.8
50 & ABOVE	27	12.2	12.2	100.0
Total	222	100.0	100.0	

MARRIAGE				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SINGLE	27	12.2	12.2	12.2
MARRIED	192	86.5	86.5	98.6
DIVORCED	3	1.4	1.4	100.0
Total	222	100.0	100.0	

EXPERIENCE				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 7 YEARS	37	16.7	16.7	16.7
8-14 YRS	100	45.0	45.0	61.7
15-21 YRS	33	14.9	14.9	76.6
> 21 YRS	52	23.4	23.4	100.0
Total	222	100.0	100.0	

GRADE				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 10-20	103	46.4	46.4	46.4
21-30	90	40.5	40.5	86.9
31-40	19	8.6	8.6	95.5
41-50	10	4.5	4.5	100.0
Total	222	100.0	100.0	

## Mean and Standard Deviation of Variables

### Descriptives IV 1 : OPENNESS

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
OPEN15	222	2	5	4.17	.723
OPEN16	222	1	5	3.77	.840
OPEN17	222	1	5	3.59	.860
OPEN18	222	2	5	4.00	.712
OPEN19	222	1	5	4.01	.790
Valid N (listwise)	222				

### Frequencies

OPEN15				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	5	2.3	2.3	2.3
NEUTRAL	27	12.2	12.2	14.4
Valid AGREE	115	51.8	51.8	66.2
STRONGLY AGREE	75	33.8	33.8	100.0
Total	222	100.0	100.0	

OPEN16				
	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY DISAGREE	6	2.7	2.7	2.7
DISAGREE	7	3.2	3.2	5.9
Valid NEUTRAL	53	23.9	23.9	29.7
AGREE	123	55.4	55.4	85.1
STRONGLY AGREE	33	14.9	14.9	100.0
Total	222	100.0	100.0	

OPEN17				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
STRONGLY DISAGREE	4	1.8	1.8	1.8
DISAGREE	16	7.2	7.2	9.0
NEUTRAL	73	32.9	32.9	41.9
AGREE	102	45.9	45.9	87.8
STRONGLY AGREE	27	12.2	12.2	100.0
Total	222	100.0	100.0	

OPEN18				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
DISAGREE	7	3.2	3.2	3.2
NEUTRAL	35	15.8	15.8	18.9
AGREE	131	59.0	59.0	77.9
STRONGLY AGREE	49	22.1	22.1	100.0
Total	222	100.0	100.0	

OPEN19				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
STRONGLY DISAGREE	2	.9	.9	.9
DISAGREE	4	1.8	1.8	2.7
NEUTRAL	44	19.8	19.8	22.5
AGREE	112	50.5	50.5	73.0
STRONGLY AGREE	60	27.0	27.0	100.0
Total	222	100.0	100.0	

## Descriptives IV 2 : CONSENSUS

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
CONSENSUS20	222	1	5	4.03	.739
CONSENSUS21	222	1	5	4.00	.767
CONSENSUS22	222	2	5	4.02	.705
CONSENSUS23	222	2	5	3.84	.779
CONSENSUS24	222	1	5	3.79	.909
Valid N (listwise)	222				

## Frequencies

CONSENSUS20					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	1	.5	.5	.5
	DISAGREE	7	3.2	3.2	3.6
	NEUTRAL	30	13.5	13.5	17.1
	AGREE	130	58.6	58.6	75.7
	STRONGLY AGREE	54	24.3	24.3	100.0
	Total	222	100.0	100.0	

CONSENSUS21					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	1	.5	.5	.5
	DISAGREE	6	2.7	2.7	3.2
	NEUTRAL	41	18.5	18.5	21.6
	AGREE	118	53.2	53.2	74.8
	STRONGLY AGREE	56	25.2	25.2	100.0
	Total	222	100.0	100.0	



CONSENSUS22				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	4	1.8	1.8	1.8
NEUTRAL	41	18.5	18.5	20.3
Valid AGREE	124	55.9	55.9	76.1
STRONGLY AGREE	53	23.9	23.9	100.0
Total	222	100.0	100.0	

CONSENSUS23				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	11	5.0	5.0	5.0
NEUTRAL	55	24.8	24.8	29.7
Valid AGREE	115	51.8	51.8	81.5
STRONGLY AGREE	41	18.5	18.5	100.0
Total	222	100.0	100.0	

CONSENSUS24				
	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY DISAGREE	3	1.4	1.4	1.4
DISAGREE	19	8.6	8.6	9.9
NEUTRAL	44	19.8	19.8	29.7
Valid AGREE	111	50.0	50.0	79.7
STRONGLY AGREE	45	20.3	20.3	100.0
Total	222	100.0	100.0	

### Descriptives IV 3 : TRUST

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
TRUST25	222	1	5	3.94	.776
TRUST26	222	2	5	3.84	.731
TRUST27	222	1	5	3.89	.768
TRUST28	222	1	5	3.62	.878
TRUST29	222	1	5	3.87	.880
Valid N (listwise)	222				

### Frequencies

TRUST25				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	1	.5	.5	.5
DISAGREE	6	2.7	2.7	3.2
NEUTRAL	50	22.5	22.5	25.7
AGREE	114	51.4	51.4	77.0
STRONGLY AGREE	51	23.0	23.0	100.0
Total	222	100.0	100.0	

TRUST26				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid DISAGREE	7	3.2	3.2	3.2
NEUTRAL	59	26.6	26.6	29.7
AGREE	119	53.6	53.6	83.3
STRONGLY AGREE	37	16.7	16.7	100.0
Total	222	100.0	100.0	

TRUST27				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	1	.5	.5	.5
DISAGREE	8	3.6	3.6	4.1
NEUTRAL	49	22.1	22.1	26.1
AGREE	121	54.5	54.5	80.6
STRONGLY AGREE	43	19.4	19.4	100.0
Total	222	100.0	100.0	

TRUST28				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	4	1.8	1.8	1.8
DISAGREE	18	8.1	8.1	9.9
NEUTRAL	66	29.7	29.7	39.6
AGREE	105	47.3	47.3	86.9
STRONGLY AGREE	29	13.1	13.1	100.0
Total	222	100.0	100.0	

TRUST29				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	3	1.4	1.4	1.4
DISAGREE	12	5.4	5.4	6.8
NEUTRAL	48	21.6	21.6	28.4
AGREE	107	48.2	48.2	76.6
STRONGLY AGREE	52	23.4	23.4	100.0
Total	222	100.0	100.0	

#### Descriptives IV 4 : COUNSEL

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
COUNCEL30	222	2	5	4.05	.671
COUNCEL31	222	2	5	4.06	.776
COUNCEL32	222	2	5	4.01	.746
COUNCEL33	222	2	5	3.91	.747
COUNCEL34	222	2	5	3.97	.739
Valid N (listwise)	222				

#### Frequencies

COUNCEL30				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	1	.5	.5	.5
NEUTRAL	42	18.9	18.9	19.4
Valid AGREE	125	56.3	56.3	75.7
STRONGLY AGREE	54	24.3	24.3	100.0
Total	222	100.0	100.0	

COUNCEL31				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	10	4.5	4.5	4.5
NEUTRAL	30	13.5	13.5	18.0
Valid AGREE	118	53.2	53.2	71.2
STRONGLY AGREE	64	28.8	28.8	100.0
Total	222	100.0	100.0	

COUNCEL32

	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	5	2.3	2.3	2.3
NEUTRAL	45	20.3	20.3	22.5
Valid AGREE	114	51.4	51.4	73.9
STRONGLY AGREE	58	26.1	26.1	100.0
Total	222	100.0	100.0	

COUNCEL33

	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	8	3.6	3.6	3.6
NEUTRAL	48	21.6	21.6	25.2
Valid AGREE	121	54.5	54.5	79.7
STRONGLY AGREE	45	20.3	20.3	100.0
Total	222	100.0	100.0	

COUNCELL34

	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	7	3.2	3.2	3.2
NEUTRAL	43	19.4	19.4	22.5
Valid AGREE	122	55.0	55.0	77.5
STRONGLY AGREE	50	22.5	22.5	100.0
Total	222	100.0	100.0	

## Descriptives IV 5 : AMANAH

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
AMANA35	222	2	5	4.03	.775
AMANA36	222	1	5	3.97	.850
AMANA37	222	1	5	3.98	.796
AMANA38	222	1	5	3.86	.747
AMANA39	222	2	5	4.08	.730
Valid N (listwise)	222				

## Frequencies

AMANA35				
	Frequency	Percent	Valid Percent	Cumulative Percent
DISAGREE	7	3.2	3.2	3.2
NEUTRAL	42	18.9	18.9	22.1
Valid AGREE	110	49.5	49.5	71.6
STRONGLY AGREE	63	28.4	28.4	100.0
Total	222	100.0	100.0	

AMANA36				
	Frequency	Percent	Valid Percent	Cumulative Percent
STRONGLY DISAGREE	3	1.4	1.4	1.4
DISAGREE	9	4.1	4.1	5.4
Valid NEUTRAL	38	17.1	17.1	22.5
AGREE	113	50.9	50.9	73.4
STRONGLY AGREE	59	26.6	26.6	100.0
Total	222	100.0	100.0	

AMANA37

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	1	.5	.5	.5
DISAGREE	7	3.2	3.2	3.6
NEUTRAL	45	20.3	20.3	23.9
AGREE	111	50.0	50.0	73.9
STRONGLY AGREE	58	26.1	26.1	100.0
Total	222	100.0	100.0	

AMANA38

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STRONGLY DISAGREE	1	.5	.5	.5
DISAGREE	6	2.7	2.7	3.2
NEUTRAL	56	25.2	25.2	28.4
AGREE	120	54.1	54.1	82.4
STRONGLY AGREE	39	17.6	17.6	100.0
Total	222	100.0	100.0	

AMANA39

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid DISAGREE	1	.5	.5	.5
NEUTRAL	48	21.6	21.6	22.1
AGREE	106	47.7	47.7	69.8
STRONGLY AGREE	67	30.2	30.2	100.0
Total	222	100.0	100.0	

# Descriptives DV : COMMITMENT

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
KOMITMEN40	222	1	5	4.20	.730
KOMITMENR	222	2	5	4.36	.849
KOMITMEN42	222	1	5	3.87	.852
KOMITMEN43	222	1	5	3.72	.815
KOMITMEN44	222	2	5	4.15	.743
KOMITMEN45	222	1	5	3.63	1.025
Valid N (listwise)	222				

## Frequencies

KOMITMEN40					
	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	STRONGLY DISAGREE	1	.5	.5	.5
	DISAGREE	3	1.4	1.4	1.8
	NEUTRAL	26	11.7	11.7	13.5
	AGREE	112	50.5	50.5	64.0
	STRONGLY AGREE	80	36.0	36.0	100.0
	Total	222	100.0	100.0	

KOMITMENR					
	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	DISAGREE	4	1.8	1.8	1.8
	NEUTRAL	42	18.9	18.9	20.7
	AGREE	46	20.7	20.7	41.4
	STRONGLY AGREE	130	58.6	58.6	100.0
	Total	222	100.0	100.0	

KOMITMEN42					
	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	STRONGLY DISAGREE	3	1.4	1.4	1.4
	DISAGREE	8	3.6	3.6	5.0
	NEUTRAL	54	24.3	24.3	29.3
	AGREE	106	47.7	47.7	77.0
	STRONGLY AGREE	51	23.0	23.0	100.0
	Total	222	100.0	100.0	



KOMITMEN43				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	4	1.8	1.8
	DISAGREE	6	2.7	4.5
	NEUTRAL	71	32.0	36.5
	AGREE	108	48.6	85.1
	STRONGLY AGREE	33	14.9	100.0
	Total	222	100.0	

KOMITMEN44				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	DISAGREE	3	1.4	1.4
	NEUTRAL	38	17.1	18.5
	AGREE	104	46.8	65.3
	STRONGLY AGREE	77	34.7	100.0
	Total	222	100.0	

KOMITMEN45				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY DISAGREE	10	4.5	4.5
	DISAGREE	17	7.7	12.2
	NEUTRAL	62	27.9	40.1
	AGREE	90	40.5	80.6
	STRONGLY AGREE	43	19.4	100.0
	Total	222	100.0	

#### Mean Score Overall

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
meanKOMITMEN	222	2.50	5.00	3.9887	.56547
meanOpen	222	1.80	5.00	3.9081	.56362
meanCONCENSUS	222	1.80	5.00	3.9360	.61155
meanTRUST	222	2.00	5.00	3.8297	.61004
meanCOUNCEL	222	2.40	5.00	4.0009	.58781
meanAMANAHA	222	2.00	5.00	3.9838	.65833
Valid N (listwise)	222				

# APPENDIX F: INDEPENDENT SAMPLE T-TEST

Group Statistics					
	GENDER	N	Mean	Std. Deviation	Std. Error Mean
meanKOMITMEN	MALE	104	4.1186	.58231	.05710
	FEMALE	118	3.8743	.52657	.04847

Independent Samples Test										
		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
meanKOMITMEN	Equal variances assumed	1.893	.170	3.282	220	.001	.24430	.07443	.09761	.39098
	Equal variances not assumed			3.282	209.271	.001	.24430	.07490	.09664	.39195

**APPENDIX G:  
ANOVA (AGE)**

**Descriptives**

meanKOMITMEN

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
20-29	42	3.9385	.54593	.08424	3.7664	4.1066	2.50	4.83
30-39	109	3.9083	.53262	.05102	3.8071	4.0094	2.83	5.00
40-49	44	4.0379	.63272	.09539	3.8455	4.2302	2.67	5.00
50 & ABOVE	27	4.3148	.51127	.09839	4.1126	4.5171	2.67	5.00
Total	222	3.9887	.58547	.03795	3.9139	4.0635	2.50	5.00

**Test of Homogeneity of Variances**

meanKOMITMEN

Levene Statistic	df1	df2	Sig.
1.238	3	218	.297

**ANOVA**

meanKOMITMEN

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.798	3	1.266	4.127	.007
Within Groups	66.869	218	.307		
Total	70.668	221			

**Robust Tests of Equality of Means**

meanKOMITMEN

	Statistic <sup>a</sup>	df1	df2	Sig.
Welch	4.629	3	78.866	.005
Brown-Forsythe	4.054	3	145.222	.008

a. Asymptotically F distributed.

## Post Hoc Tests

### Multiple Comparisons

Dependent Variable: meanKOMITMEN

Tukey HSD

(I) AGE	(J) AGE	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
20-29	30-39	.02825	.10059	.992	-.2322	.2887
	40-49	-.10137	.11948	.831	-.4107	.2079
	50 & ABOVE	-.37831*	.13662	.031	-.7320	-.0246
30-39	20-29	-.02825	.10059	.992	-.2887	.2322
	40-49	-.12962	.09892	.557	-.3857	.1265
	50 & ABOVE	-.40656*	.11906	.004	-.7148	-.0983
40-49	20-29	.10137	.11948	.831	-.2079	.4107
	30-39	.12962	.09892	.557	-.1265	.3857
	50 & ABOVE	-.27694	.13540	.175	-.6275	.0736
50 & ABOVE	20-29	.37831*	.13662	.031	.0246	.7320
	30-39	.40656*	.11906	.004	.0983	.7148
	40-49	.27694	.13540	.175	-.0736	.6275

\*. The mean difference is significant at the 0.05 level.

## Homogeneous Subsets

meanKOMITMEN

Tukey HSD<sup>a,b</sup>

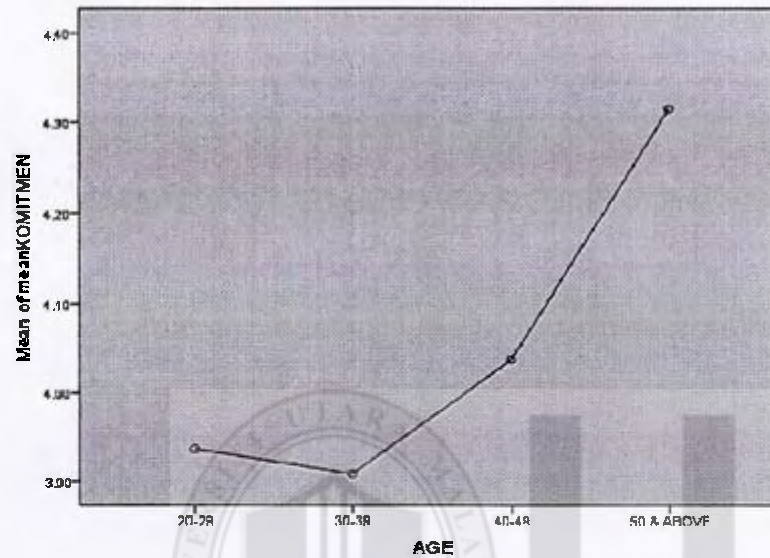
AGE	N	Subset for alpha = 0.05	
		1	2
30-39	109	3.9083	
20-29	42	3.9365	
40-49	44	4.0379	4.0379
50 & ABOVE	27		4.3148
Sig.		.698	.096

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 43.128.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

## Means Plots



## ANOVA (EDUCATION LEVEL)

### Descriptives

meanKOMITMEN

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
SPM & BELOW	76	4.0351	.58011	.06654	3.9025	4.1676	2.67	5.00
STPM/SIJIL/DIPLOMA	118	3.9435	.57703	.05312	3.8383	4.0487	2.50	5.00
BACHELOR DEGREE	24	4.0486	.50236	.10254	3.8365	4.2607	3.00	5.00
MASTER DEGREE & ABOVE	4	4.0833	.21517	.10758	3.7410	4.4257	3.83	4.33
Total	222	3.9887	.56547	.03795	3.9139	4.0635	2.50	5.00

### Test of Homogeneity of Variances

meanKOMITMEN

Levene Statistic	df1	df2	Sig.
1.135	3	218	.336

## ANOVA

meanKOMITMEN

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.527	3	.176	.546	.652
Within Groups	70.140	218	.322		
Total	70.666	221			

## Robust Tests of Equality of Means

meanKOMITMEN

	Statistic <sup>a</sup>	df1	df2	Sig.
Welch	.689	3	16.429	.572
Brown-Forsythe	.813	3	111.842	.489

a. Asymptotically F distributed.

## Post Hoc Tests

## Multiple Comparisons

Dependent Variable: meanKOMITMEN

Tukey HSD

(I) EDUCATION	(J) EDUCATION	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
SPM & BELOW	STPM/SIJIL/DIPLOMA	.09158	.08343	.691	-.1244	.3076
	BACHELOR DEGREE	-.01352	.13281	1.000	-.3574	.3303
	MASTER DEGREE & ABOVE	-.04825	.29098	.998	-.8016	.7051
STPM/SIJIL/DIPLOMA	SPM & BELOW	-.09158	.08343	.691	-.3076	.1244
	BACHELOR DEGREE	-.10511	.12701	.841	-.4339	.2237
	MASTER DEGREE & ABOVE	-.13983	.28838	.962	-.8864	.6068
BACHELOR DEGREE	SPM & BELOW	.01352	.13281	1.000	-.3303	.3574
	STPM/SIJIL/DIPLOMA	.10511	.12701	.841	-.2237	.4339
	MASTER DEGREE & ABOVE	-.03472	.30634	.999	-.8278	.7584
MASTER DEGREE & ABOVE	SPM & BELOW	.04825	.29098	.998	-.7051	.8016
	STPM/SIJIL/DIPLOMA	.13983	.28838	.962	-.6068	.8864
	BACHELOR DEGREE	.03472	.30634	.999	-.7584	.8278

## Homogeneous Subsets

meanKOMITMEN

Tukey HSD<sup>a,b</sup>

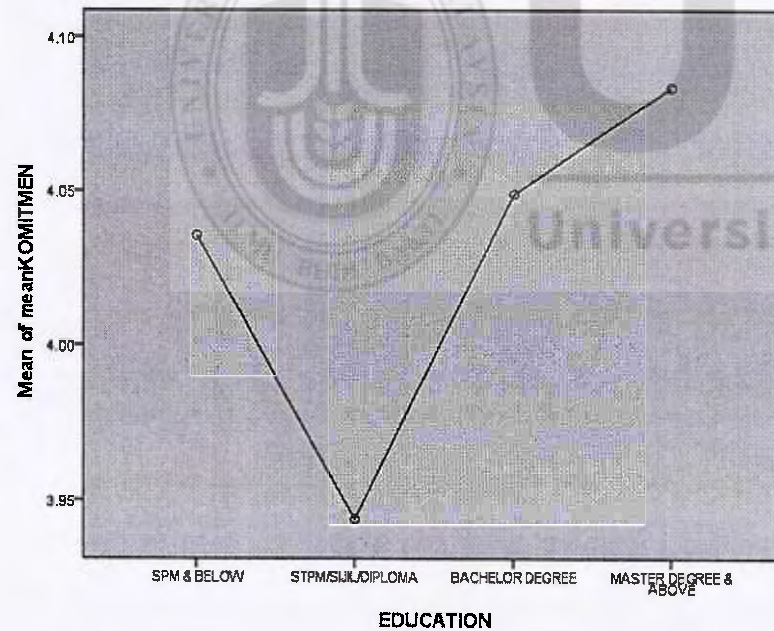
EDUCATION	N	Subset for alpha =
		0.05
		1
STPM/SIJIL/DIPLOMA	118	3.9435
SPM & BELOW	76	4.0351
BACHELOR DEGREE	24	4.0486
MASTER DEGREE & ABOVE	4	4.0833
Sig.		.925

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 12.767.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error level are not guaranteed.

## Means Plots



# ANOVA (GRADE)

## Descriptives

meanKOMITMEN

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
10-20	103	3.9385	.51713	.05095	3.8374	4.0396	2.50	5.00
21-30	90	3.9444	.58273	.06143	3.8224	4.0665	2.67	5.00
31-40	19	4.3596	.67646	.15519	4.0336	4.6857	2.67	5.00
41-50	10	4.2000	.39907	.12620	3.9145	4.4855	3.50	4.83
Total	222	3.9887	.56547	.03795	3.9139	4.0635	2.50	5.00

## Test of Homogeneity of Variances

meanKOMITMEN

Levene Statistic	df1	df2	Sig.
1.909	3	218	.129

## ANOVA

meanKOMITMEN

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.497	3	1.166	3.783	.011
Within Groups	67.170	218	.308		
Total	70.666	221			

## Robust Tests of Equality of Means

meanKOMITMEN

	Statistic <sup>a</sup>	df1	df2	Sig.
Welch	3.205	3	33.317	.036
Brown-Forsythe	3.818	3	64.727	.014

a. Asymptotically F distributed.



## Post Hoc Tests

### Multiple Comparisons

Dependent Variable: meanKOMITMEN

Tukey HSD

(I) GRADE	(J) GRADE	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
10-20	21-30	-.00593	.08009	1.000	-.2133	.2014
	31-40	-.42114 <sup>*</sup>	.13859	.014	-.7800	-.0623
	41-50	-.26149	.18386	.487	-.7375	.2145
21-30	10-20	.00593	.08009	1.000	-.2014	.2133
	31-40	-.41520 <sup>*</sup>	.14014	.018	-.7780	-.0524
	41-50	-.25556	.18503	.513	-.7346	.2235
31-40	10-20	.42114 <sup>*</sup>	.13859	.014	.0623	.7800
	21-30	.41520 <sup>*</sup>	.14014	.018	.0524	.7780
	41-50	.15965	.21686	.882	-.4018	.7211
41-50	10-20	.26149	.18386	.487	-.2145	.7375
	21-30	.25556	.18503	.513	-.2235	.7346
	31-40	-.15965	.21686	.882	-.7211	.4018

\*. The mean difference is significant at the 0.05 level.

## Homogeneous Subsets

meanKOMITMEN

Tukey HSD<sup>a,b</sup>

GRADE	N	Subset for alpha =
		0.05
		1
10-20	103	3.9385
21-30	90	3.9444
41-50	10	4.2000
31-40	19	4.3596
Sig.		.052

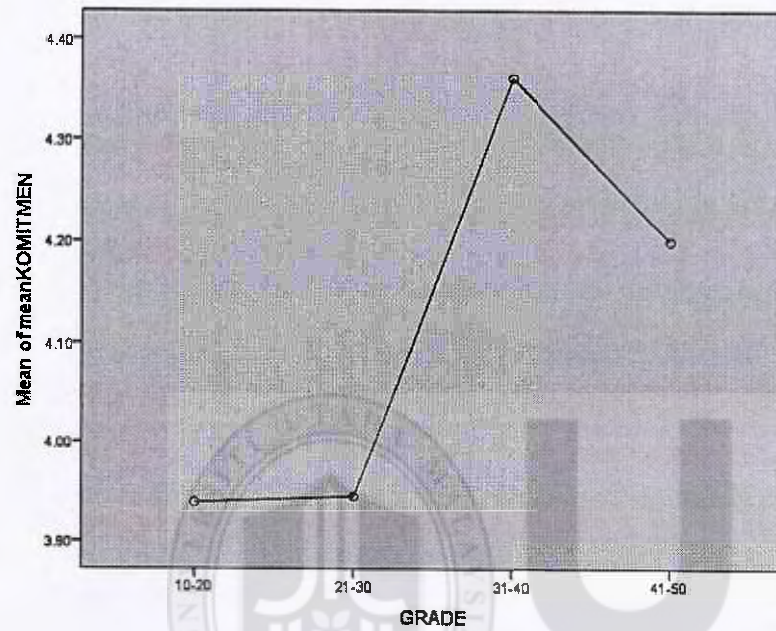
Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 23.061.

b. The group sizes are unequal. The harmonic mean of the group sizes is used.

Type I error levels are not guaranteed.

### Means Plots



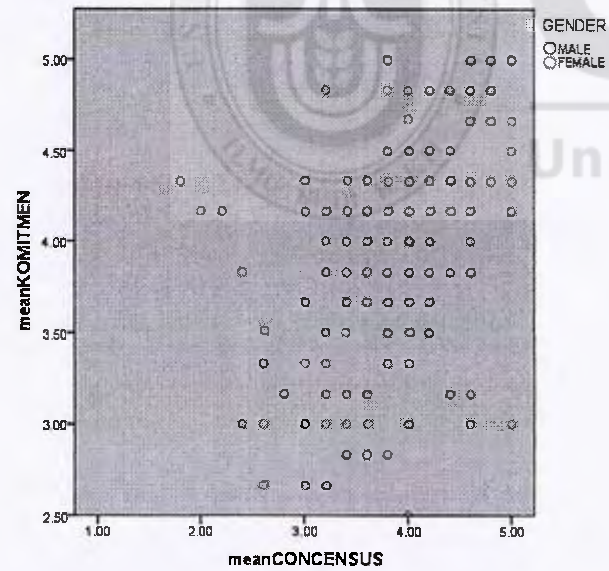
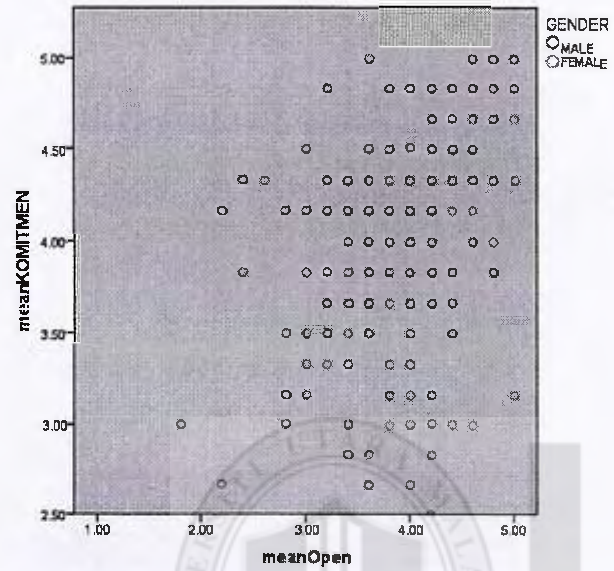
# APPENDIX H: PEARSON CORRELATION

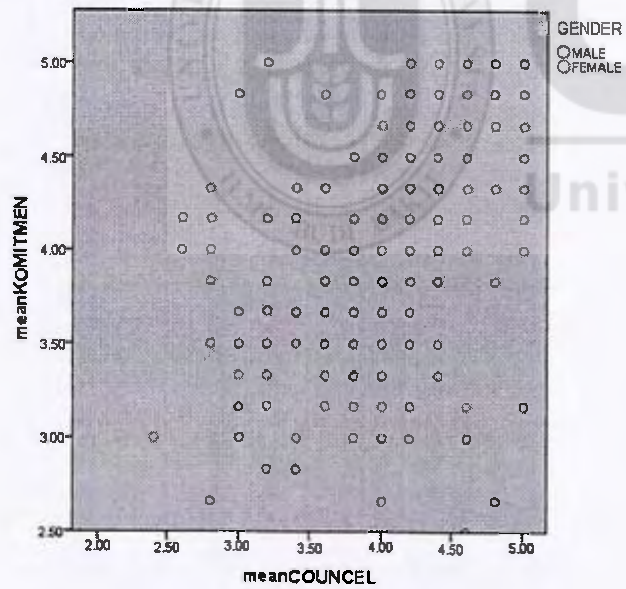
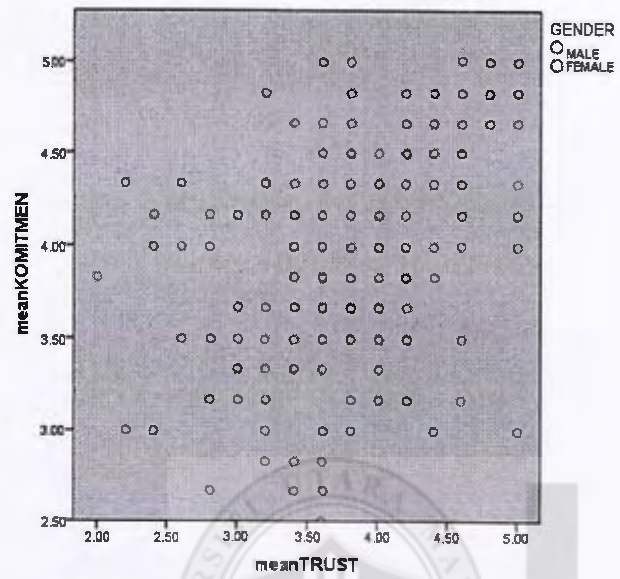
		Correlations					
		meanKOMITMEN	meanOpen	meanCONCENS US	meanTRUST	meanCOUNCEL	meanAMANAHA
meanKOMITMEN	Pearson Correlation	1	.376**	.476**	.451**	.444**	.517**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	222	222	222	222	222	222
meanOpen	Pearson Correlation	.376**	1	.748**	.661**	.647**	.647**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	222	222	222	222	222	222
meanCONCENSUS	Pearson Correlation	.476**	.748**	1	.754**	.746**	.738**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	222	222	222	222	222	222
meanTRUST	Pearson Correlation	.451**	.661**	.754**	1	.717**	.712**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	222	222	222	222	222	222
meanCOUNCEL	Pearson Correlation	.444**	.647**	.746**	.717**	1	.792**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	222	222	222	222	222	222
meanAMANAHA	Pearson Correlation	.517**	.647**	.738**	.712**	.792**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	222	222	222	222	222	222

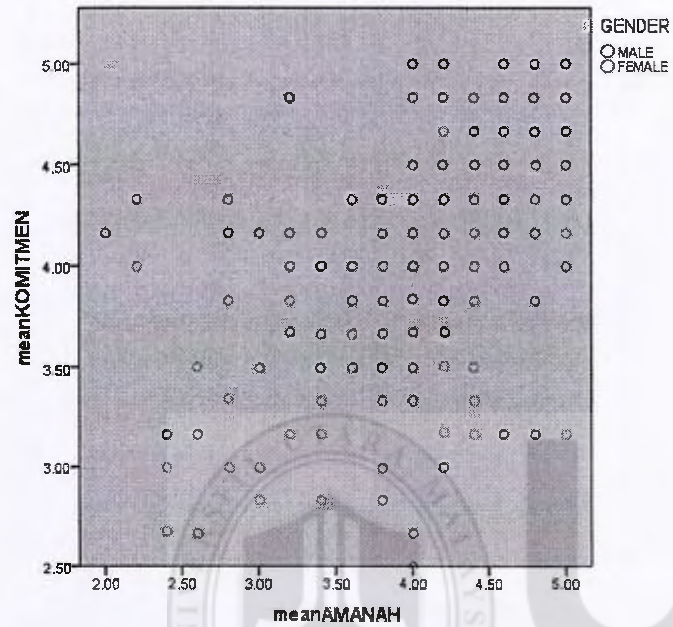
\*\* . Correlation is significant at the 0.01 level (2-tailed).

Universiti Utara Malaysia

# Linearity









# APPENDIX I : MULTIPLE REGRESSION ANALYSIS

## Regression

Descriptive Statistics

	Mean	Std. Deviation	N
meanKOMITMEN	3.9924	.56164	219
meanOpen	3.9224	.54588	219
meanCONCENSUS	3.9580	.58299	219
meanTRUST	3.8402	.60323	219
meanCOUNCEL	4.0100	.58269	219
meanAMANAHA	4.0009	.63981	219

Correlations

		meanKOMITMEN	meanOpsn	meanCONCENSUS	meanTRUST	meanCOUNCEL	meanAMANAHA
Pearson Correlation	meanKOMITMEN	1.000	.411	.507	.466	.464	.521
	meanOpen	.411	1.000	.732	.660	.635	.650
	meanCONCENSUS	.507	.732	1.000	.755	.750	.741
	meanTRUST	.466	.660	.755	1.000	.724	.733
	meanCOUNCEL	.464	.635	.750	.724	1.000	.798
	meanAMANAHA	.521	.650	.741	.733	.798	1.000
Sig. (1-tailed)	meanKOMITMEN	.	.000	.000	.000	.000	.000
	meanOpen	.000	.	.000	.000	.000	.000
	meanCONCENSUS	.000	.000	.	.000	.000	.000
	meanTRUST	.000	.000	.000	.	.000	.000
	meanCOUNCEL	.000	.000	.000	.000	.	.000
	meanAMANAHA	.000	.000	.000	.000	.000	.
N	meanKOMITMEN	219	219	219	219	219	219
	meanOpsn	219	219	219	219	219	219
	meanCONCENSUS	219	219	219	219	219	219
	meanTRUST	219	219	219	219	219	219
	meanCOUNCEL	219	219	219	219	219	219
	meanAMANAHA	219	219	219	219	219	219

Variables Entered/Removed <sup>a</sup>			
Model	Variables Entered	Variables Removed	Method
1	meanAMANA meanOpen meanTRUST meanCOUNCEL meanCONCENSUS <sup>b</sup>		Enter

a. Dependent Variable: meanKOMITMEN

b. All requested variables entered.

Model Summary <sup>a</sup>				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.553 <sup>a</sup>	.306	.290	.47336

a. Predictors: (Constant), meanAMANA, meanOpen, meanTRUST, meanCOUNCEL, meanCONCENSUS

b. Dependent Variable: meanKOMITMEN

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.039	5	4.208	18.780	.000 <sup>b</sup>
	Residual	47.726	213	.224		
	Total	68.765	218			

a. Dependent Variable: meanKOMITMEN

b. Predictors: (Constant), meanAMANA, meanOpen, meanTRUST, meanCOUNCEL, meanCONCENSUS

Coefficients <sup>a</sup>													
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Correlations			Collinearity Statistics		
	B	Std. Error				Beta	Lower Bound	Upper Bound	Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	1.805	.253		7.128	.000	1.306	2.305					
	meanOpen	-.001	.090	-.001	-.008	.993	-.178	.177	.411	-.001	.000	.425	2.352
	meanCONCENSUS	.223	.104	.231	2.150	.033	.019	.427	.507	.146	.123	.281	3.553
	meanTRUST	.070	.091	.076	.773	.440	-.109	.250	.466	.053	.044	.341	2.932
	meanCOUNCEL	.002	.101	.002	.018	.986	-.198	.201	.464	.001	.001	.295	3.385
	meanAMANA	.258	.093	.293	2.781	.006	.075	.440	.521	.187	.159	.293	3.416

a. Dependent Variable: meanKOMITMEN



Collinearity Diagnostics <sup>a</sup>									
Model	Dimension	Eigenvalue	Condition Index	Variance Proportions					
				(Constant)	meanOpen	meanCONCENSUS	meanTRUST	meanCOUNCEL	meanAMANAHA
1	1	5.961	1.000	.00	.00	.00	.00	.00	.00
	2	.015	19.894	.79	.00	.01	.04	.01	.06
	3	.008	27.094	.12	.47	.06	.02	.13	.18
	4	.007	29.972	.04	.19	.00	.85	.03	.11
	5	.005	34.769	.00	.18	.54	.08	.19	.36
	6	.004	37.523	.05	.15	.38	.02	.64	.30

a. Dependent Variable: meanKOMITMEN

Casewise Diagnostics <sup>a</sup>				
Case Number	Std. Residual	meanKOMITMEN	Predicted Value	Residual
182	-3.138	2.50	3.9855	-1.48549

a. Dependent Variable: meanKOMITMEN

Residuals Statistics <sup>a</sup>					
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	3.2232	4.5645	3.9924	.31066	219
Std. Predicted Value	-2.476	1.842	.000	1.000	219
Standard Error of Predicted Value	.035	.148	.074	.025	219
Adjusted Predicted Value	3.1372	4.5707	3.9917	.31278	219
Residual	-1.48549	1.26250	.00000	.46790	219
Std. Residual	-3.138	2.667	.000	.988	219
Stud. Residual	-3.182	2.694	.001	1.005	219
Deleted Residual	-1.52693	1.28793	.00068	.48338	219
Stud. Deleted Residual	-3.252	2.735	.000	1.011	219
Mahal. Distance	.193	20.267	4.977	4.113	219
Cook's Distance	.000	.090	.006	.013	219
Centered Leverage Value	.001	.093	.023	.019	219

a. Dependent Variable: meanKOMITMEN

## Charts

